

# THE INTERNATIONAL *Teamster*

DEDICATED TO SERVICE

JUNE 1961



**TEAMSTER WIVES FIGHT FOR JOBS**





## The Teamsters Salute OTTAWA

OTTAWA, capital of Canada, in the province of Ontario, is built on a site first explored by Champlain in 1613. A settlement alongside the Rideau Canal began to grow about 1830, became known as Bytown, and was incorporated as Ottawa in 1854, named after a tribe of Indians. The canal had been built to avoid possible attacks on Canadian St. Lawrence River traffic by U.S. forces in the unsettled era following the War of 1812. In 1857 the small town of about 10,000 was selected by Queen Victoria as the capital of provincial Canada. The site was excellent both politically and militarily. However, the envious rivalry of Montreal, Toronto, Quebec and Kingston may have been contributory. It became the capital of the Dominion when Confederation came in 1867.

No more magnificent site for government buildings exists anywhere; Parliament is housed in towering Gothic structures atop a rocky promontory overlooking the majestic Ottawa River. In 300-foot Memorial Tower hangs a world-celebrated carillon of 53 bells.

Like Washington, D.C., Ottawa is primarily in the business of government; other "industries" are largely those of service and supply trades. Log rafts float down two of the three rivers, evidence of outlying lumbering activities. Ottawa's beauty is enhanced each spring by more than a million tulips, gifts of the Queen of Holland who spent her World War II days there. Residents may enjoy many kinds of recreation, including wonderful trout fishing in summer and nearby ski-tows in winter. It is served by three trunk rail lines, two major air lines and several motor freight and bus lines on the five major highways radiating from the city. Serving the transport needs of Ottawa and all of Ontario are approximately 20,000 Canadian Teamsters organized in 14 local unions in the province.

The International Teamster gives a hearty international salute to Ottawa.

**America's Cities—No. 15 in a Series**





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# THE INTERNATIONAL Teamster DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington 1, D. C.

Volume 58, No. 6

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### *A New Look for the Aged*



The International Teamster has a monthly circulation of 1,321,000 and an estimated readership of 3,510,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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17 17

POSTMASTERS—ATTENTION: Change of address cards on Form 3579P should be sent to the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Mailing List Department, 810 Rhode Island Avenue, N. E., Washington 18, D. C. Published monthly at 810 Rhode Island Avenue, N. E., Washington 18, D. C., by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, and second class postage paid at Washington, D. C. Printed in U.S.A. Subscription rates: Per annum, \$2.50; Single Copies, 25 cents. (All orders payable in advance.)





## Teamster Saves Boy from Creek

Leaping into cold, muddy waters of a deep and swift creek to save a 7-year-old boy from drowning was "the natural thing to do," said Raymond Marrow, 53-year-old member of Teamsters Local 776, Harrisburg, Pa.

Marrow and a fellow trucker, Charles Goodrich, were walking to their jobs when Goodrich spotted the boy in the water. As the youngster went under, Marrow dove.

"I opened my eyes and got hold of him," he said.

Marrow, who is 5 feet, 10 inches tall, said the water was over his head and "much swifter than it looked." By the time he worked the boy to the bank, they had moved 150 to 200 feet downstream.

Seven-year-old John Straining was given artificial respiration at the scene, then moved to the hospital where he was treated for shock and exposure and released.

Teamster Marrow went to the offices of his employer, Daily Motor Express, and dried out.

## Butchers Local Urges IBT Return

The 5000-member Local 117 of the Butchers Union in Baltimore has called for the AFL-CIO "to take whatever steps are necessary to bring about—honorably and with dignity—the reaffiliation of the International Brotherhood of Teamsters . . ."

A resolution to that effect was submitted by the Butchers Local to the Baltimore Council of the AFL-CIO, composed of some 100 locals with more than 100,000 members.

For the past several years, the resolution said, the Teamsters "have been the target of all the enemies of labor in the country." It added that the Teamsters "have demonstrated under fire that a union can be militant, dedicated and unyielding and at the same time, can be run honestly, effectively and democratically . . ."

"We sincerely and honestly believe that no good has come—and no good can come—to the labor movement as a whole by denying this worthy organization the right to become again a part of the united labor movement," the Butchers resolution concluded.

## Teamster Bowling Tourney Slated

All Teamster members in good standing, and their wives or husbands, have been invited to participate in the second annual Teamsters Bowling tournament sponsored by Joint Council 28 in Seattle, Wash.

Bowling will start August 4 and the tournament will end on Labor Day, September 4.

Further information is available by writing: Frank Davis, chairman, Teamsters Bowling Committee, c/o Joint Council 28, 553 John Street, Seattle 9, Wash.

## Census Reports On Truck Rental

Truck and automobile rental concerns operated 2,842 establishments and had receipts of \$562.7 million, according to figures compiled in the 1958 Census of Business, the Bureau of the Census, U. S. Department of Commerce, announced last month.

Of the establishments covered in

the 1958 Census, 1,535 reported on the number of vehicles rented or leased. Trucks in daily rental service numbered 14,894 and trucks on lease numbered 52,635. Truck-tractors in daily rental numbered 1,693 and those on lease numbered 8,065. Trailers and semi-trailers in daily rental numbered 2,540 and those on lease numbered 11,036. Passenger cars in daily rental numbered 45,565 and on lease numbered 122,136.

Utility trailer units rented or leased numbered 40,196 and house trailer units on rental or lease numbered 425.

## Brewery Workers Switch to IBT

Seventeen workers employed in Newark area breweries have voted unanimously to change their affiliation from the AFL-CIO Beer Pipe and Block Tin Workers to Teamsters Local 843.

Local 843 Business Agent Jerry Hyland said the workers requested an NLRB election to vote Teamster affiliation.

Thirteen of the workers are employed at the Ballantine brewery in Newark, and four at the Rheingold brewery in Orange.

## IBT 'Portable Pensions' Cited

Teamsters Union contracts in the area pensions have received special mention in a *Coronet* magazine article on pension plans.

The article in the magazine's May issue describes the growth of pension plans to the point where today 30 million U.S. workers have a multi-million dollar stake in retirement programs.

In the past few years, the *Coronet* article notes, vesting—the practice of allowing an employee to build up a cash reserve which he can take with him if he leaves his job—has become virtually standard procedure in pension funds.

"The logical next step," the article says, "is to permit employees to build up pension credits the same as Social Security credits. Some of the recent Teamster Union contracts are just such 'portable pensions.' For example, a Teamster with ten years of pension credits with a New York trucking firm might move to New Jersey, take a job with a warehousing company and get a pension benefit equal to the sum of those due him from his two employers."



## Last Line of Defense

Are labor unions too powerful? I had the opportunity to debate this subject with Arthur Motley, chairman of the board of the U.S. Chamber of Commerce, over the NBC television network last month.

I accepted the opportunity because of the vital importance of setting the record straight on this issue. It is a line which has been used by anti-labor forces since the earliest days of unions. Furthermore, it is the line which has now been dusted off by the Chamber of Commerce, the National Association of Manufacturers, and every other reactionary element in our society. It will be used as the basis for a slick, "Madison Avenue" selling job on the American public in the months and years ahead in an attempt to bring labor unions under the anti-trust laws.

Thus it is urgent that every American understand the issues. Terms like "monopoly power of labor" will begin to creep into newspaper headlines and editorials more and more and the average citizen will be in danger of a brainwashing even more concentrated than that which preceded passage of the Landrum-Griffin Act.

To understand the "monopoly" issue in its true perspective, it is necessary to grasp the role of competition in a free society. Society derives benefits from business competition—this was the purpose of anti-trust laws aimed at business monopolies. But society gains no benefit from competition between workers. This is the experience of history.

Competition in business is a spur to efficiency, to modernization of plant and equipment, to research, to new invention, and to improvements of all kinds in production and distribution. Monopoly in business, on the other hand, is harmful to society because society has no safeguards against exploitation by monopolies over small businessmen, workers, and all others in our society who are the consumers of the products of business and industry.

Yet, history teaches us that competition between workers is harmful to society. None of the advantages of encouraging business competition follow from compelling workers to compete with each other over jobs. The only result of enforcing competition among workers is to lower wage rates, increase hours, deteriorate working conditions, impair health and, by reducing purchasing power, create depressions.

Competition in business is beneficial to society because it creates new products, new services, new jobs. Yet these benefits can be made available to more and more people only when workers, through unions, unite to win and maintain fair wage levels, a decent way of life, job security, and sustained purchasing power.

The cry of certain big business groups that labor unions are "monopolies" is nothing more than an effort to turn the clock back to the time when there was

always a starving worker on the streets who was willing to take a man's job away by working for less. When these conditions exist, society suffers.

Thus the first great Madison Avenue myth—that labor unions should be made subject to anti-trust laws—is nothing more than an effort to force workers to compete with each other for jobs.

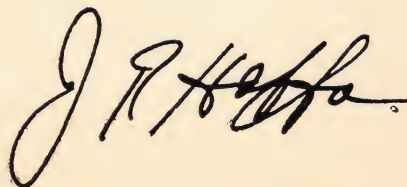
But there is a second great Madison Avenue myth—that the work of the American labor movement in organizing workers and winning just wage rates is now finished. This line would have you believe that workers are so well organized and the income of American families so well established that the pendulum has now swung in favor of the wage earner. Nothing could be further from the truth.

The fact is that only one out of four American workers belongs to a union. More than 2,800,000 American families, unbelievably, still earn less than \$1,000 per year. More than 6,500,000 families—15 per cent of our people—have incomes below \$2,000 per year. Nearly 25 per cent of all American families have annual earnings of less than \$3,000. This means that more than 10,000,000 American families are struggling to survive, to buy food, clothes, shelter, medical care and other basic human necessities on less than \$3,000 per year.

Even these family-income figures do not tell the full story of the absence of a living wage in vast sectors of our society, since in many of these families there is more than one wage earner—both mother and father must work for their families to survive. More sobering yet is the fact that 34,000,000 Americans today earn less than \$40 per week—less than \$1.00 per hour.

In the face of all this, the concentration of economic power in our country has diminished into fewer and fewer hands, until today, the wealthiest 1 per cent now own about 30 per cent of all our nation's wealth, including 90 per cent of all common stocks and virtually all state and local government and corporate bonds.

This is the real story of where the power lies in our society. As business moves ever more swiftly toward more and more consolidation, toward bigger and fewer companies, toward more and more concentration of economic power in the hands of fewer and fewer giant corporations, these powerful individuals have turned their sights upon labor unions to destroy, if possible, the worker's last line of defense.







## Piggyback Not the Issue

# Union, Industry Fight for Fair Play

**PIGGYBACK IS NOT** opposed by the Teamsters Union or by the trucking industry; however, selective rate-cutting by railroads to destroy truckers and other competitors in the transportation industry is opposed by Teamsters because it makes a mockery of our free enterprise system, jeopardizes our national defense effort, and unfairly destroys Teamster member jobs.

This was the sum and substance of testimony before the Senate Interstate and Foreign Commerce Committee last month by witnesses representing the International Brotherhood of Teamsters and the American Trucking Associations.

The occasion for the testimony was the Committee's scheduled two-day

hearing on S. 1197, which is designed to clarify Section 15a(3) of the Interstate Commerce Act to prevent the Interstate Commerce Commission's legal approval of selective rate-cutting by the railroads.

Sidney Zagri, Teamsters legislative counsel, and Emile Robillard, secretary-treasurer of Teamsters local 95 in Kenosha, Wisconsin, testified for the I.B.T. Delos Rentzel, president of the National Automobile Transporters Association; Fred Freund, ATA traffic department director; and Peter Beardsley, ATA general counsel, represented the trucking industry.

The hearings, originally scheduled for only May 11-12, recessed on May 19 without having heard the railroad witnesses. It is expected that they will

take several days when the hearing is called back to session.

No hearings in recent years have caused so much background political activity. It is estimated that over 1,000,000 letters have been written to members of Congress regarding S. 1197 and selective rate-cutting by the railroads.

Senator Warren Magnuson of Washington, chairman of the Committee, ordered a full committee hearing on the bill rather than referring it to a subcommittee for hearings, which is the usual practice.

Approximately 150 people jammed the Committee hearing room on the morning of May 11, and another 150 jammed the hallways of the new



Senate Office Building waiting for an opportunity to witness the hearings.

Several hundred members of railroad unions, their lapels decorated with large "railroad" buttons, and almost an equal number of railroad lawyers, public relations men, and plain railroad lobbyists were the first ones at the hearing room.

They outnumbered forty wives of unemployed Teamsters members, forced out of their jobs by railroads, and three members of the IBT staff, by about six-to-one. On the second day chairman Magnuson moved the hearing to a room nearly double the size of the Committee's regular hearing room.

The Teamsters' Zagri at the outset of his testimony sought to set the record straight regarding S. 1197, its origin, its intent, and its objective.

He cited a joint statement made available to news reporters a month ago by the American Trucking Associations and the Federal Barge Lines, an association of common carriers, on the inland waterways. The press statement said:

"In view of railroad propaganda efforts to obscure both the origin and purpose of the proposed legislation (S. 1197), we want it known that the management side in both the motor carrier and water carrier industries are the primary advocates of the legislation. We are happy to say that we have the full support of the hard working employees of both industries who also recognize that the railroads are embarked upon a calculated effort to destroy their competitors."

Zagri said that propagandists for the railroads have attempted to confuse the real issues of S. 1197 by injecting the name of the Teamsters as the issue in their campaign to kill the bill S. 1197.

"I find it necessary to reply to some obvious misstatements of fact made by spokesmen for the railroads," he declared, citing the following examples:

"Clair M. Roddewig, President of the Association of Western Railways, appearing before a subcommittee hearing of the Senate Interstate and Foreign Commerce Committee, Cheyenne, Wyoming, stated:

'We, in the railroad industry, think it (piggybacking) is good for the nation's economy, but evidently Mr. Hoffa and his Teamsters Union would like to have Congress enact a law against it.'

"On April 9 General President Hoffa stated, in referring to S. 1197:



Members of Senate Interstate and Foreign Commerce Committee are seen shortly before hearings opened. At table, from left: Senators Schoeppel, Magnuson, Monroney, Smathers and Yarborough.

"This bill is not directed against piggybacking nor railroads. It is directed against selective rate-cutting."

At a recent hearing before the House Labor Subcommittee on the Impact of Automation, Teamster Executive Vice President Harold J. Gibbons stated the Teamster position regarding automation:

"Automation is not the problem. The problem is what we do with the fruits of automation."

The Teamsters Union has no

quarrel with automation or other forms of technological progress when they are developed fairly and equitably, he said. This has been stated publicly many times by Teamster spokesmen.

Zagri cited Roddewig's charges that Hoffa imposed a freight charge of \$5.00 per trailer for the purpose of "discouraging the trucking companies from having the cross-country portion of their hauling done by rail instead of by highway."

Nothing could be further from the



truth, Zagri charged. If "piggyback" is a form of technological advancement, as the railroads claim it is, then the \$5.00 per trailer provision is simply an effort on the part of Teamster members to share with the motor carrier any savings which may accrue in the use of piggyback service, he said.

The per trailer fee, if and when it goes into effect in 1962, will be deposited in a pension fund, which will ultimately result in reducing the retirement age of our membership. Its purpose is not to discourage "piggyback" but to find job opportunities for young men by retiring truck drivers at an earlier age under the Teamsters pension program.

The Teamsters' Robillard related the hardships forced on members of Teamsters Local 95 in Kenosha, Wisc., who were hauling American Motors products. None of the Senators questioned Robillard's knowledge of the Kenosha situation, but it was obvious that some of them were stunned to near disbelief.

Robillard, speaking with authority of first-hand knowledge of Detroit, St. Louis and other cities similarly effected, explained the Kenosha situation step-by-step.

"Previous to November, 1955" he said, "the dealers of American Motors cars had a choice of the mode of transportation they desired as they paid the carriers the freight charges. After November, 1955, American Motors instituted prepaid freight and assumed jurisdiction over the mode of transportation without regard to the wishes of the dealer.

## ICC 'Abdicated Duty' Rail Rates, Truckers

**THE ICC** Commission "abdicated its duty", and the railroads immediately set their sights on monopolizing the car hauling industry, Delos Rentzel testified last month before the Senate Interstate and Foreign Commerce Committee.

Rentzel is president of Oklahoma's United Transports Company and president of the National Automobile Transporters Association. He told Committee members that railroads selected the car hauling segment of the trucking industry as the "initial target for selective rate-cutting in order to achieve a virtual monopoly of such traffic."

Fred Freund, director of traffic for the American Trucking Associations, supported and supplemented the testimony of Rentzel.

Speaking for the trucking industry, Freund testified that the Interstate

Commerce Commission has erroneously interpreted Section 15a(3) of the Interstate Commerce Act. The Act, he said, does not authorize the ICC to "resolve the question of the lawfulness of reduced rates on competitive traffic solely on the basis of the private economic interests of the carrier (railroads) proposing them and the shippers (automobile manufacturers) of the particular traffic to which they apply.

"The result of this abdication of duty, is unjustified inconsistency in treatment of carriers which pits one against the other and one mode against the other in a competitive war governed only by the law of the jungle," Freund declared.

"The end can only be a steady deterioration of the system of common carriage to the ultimate detriment of all of the public except those few

"At the change of models that took place in September of 1960, American Motors Corporation went into the piggybacking of automobiles to the West Coast.

"This resulted (without any advance notice) in the permanent layoff of 600 drivers for one company, Kenosha Auto Transport, and 100 drivers at Highway Transport Company of Des Moines, Iowa, who maintain a terminal at Kenosha, Wisconsin. Shortly after the first of the year 1961 another piggyback movement was started from

Kenosha to Watervliet, New York, serving the Boston area, and Jersey City, New Jersey, serving the New York area. This resulted in the layoff of another 100 men between Kenosha Auto Transport and Arco Auto Carriers, another carrier operating out of Kenosha.

"In April of 1961 another movement went by tri-level railroad car to the Atlanta and Florida zone which resulted in the loss of 50 percent of the traffic of Speedway Transports, and caused a layoff of every driver from number 90 on the seniority list, a total layoff of 81 employees.

"The layoffs to date have resulted in approximately 900 drivers in this local union who have lost their jobs, along with another hundred mechanics and welders who were needed to service the equipment. The payroll loss suffered by these employees amounts to approximately 8 million dollars per year out of Kenosha, Wisconsin."

Continuing, he said, "This added traffic to the rails, I am advised, has not resulted in increased employment to railroad workers but has actually been the cause of the layoff of 20 to 25 employees who were formerly engaged in the switching of box-car

*(Continued on Page 10)*



Sidney Zagri, Teamster legislative counsel, and Emile Robillard, secretary-treasurer of Teamsters Local 95 in Kenosha, Wisc., testify in favor of S. 1197 before Senate Interstate and Foreign Commerce Committee.



## in Setting Tell Senate

favorably situated and financially strong enough to substitute their own private carriage therefor."

Rentzel, Freund, and Peter Beardsley, ATA general counsel, emphasized throughout their testimony that the trucking industry does not oppose progress, technological advances, or piggybacking, despite railroad propaganda to the contrary.

Rentzel summed up the position of the trucking industry as follows:

"We are not opposed to progress, and we certainly would have no cause for complaint if the rail services, rates and practices were being held out to the shipping public in the form of lawful and legitimate competition. However, such is not the fact.

"Since the automobile manufacturers produce and ship 5,000,000 or more automobiles annually, it is perhaps natural that the railroads would select this high volume traffic as the initial target for selective rate-cutting in order to achieve a virtual monopoly of such traffic.

"However, the attractiveness of the traffic does not justify the railroads or any other form of transportation in completely ignoring established principles of classification, value of service, compensatory rate-making, and fair competition," he said.

The railroads' "cutthroat" tactics have forced trucking companies which haul automobiles to lay off about 25% of all their highway drivers in the past year. This reduction means 4,000 men were thrown out of work, he said.

The ICC has done "absolutely nothing to halt this vicious and highly selective rate-cutting which is designed to destroy all competition on automobile traffic and leave the railroads in the monopolistic position they once enjoyed," he added.

He urged Congressional approval of S. 1197 which, he said, would require the ICC to disallow rate reductions which are instituted solely for the purpose of driving competitors out of business. He pointed out that the Commission had followed this policy up until three years ago.

Rentzel, accompanied by Gilbert Parr, a transportation consultant, emphasized that S. 1197 would simply restore the value of service principle

(Continued on Page 8)



## Teamster Hikes 1100 Miles to Protest Job-Killing Selective Rate Practices

Senators, Congressmen, Teamster officers and members last month congratulated Teamster Russell Perrine for his courage and determination in making an eight-week, 1100-mile walk-bicycle trip to Washington, D.C. from Kansas City, Mo.

Perrine, a member of Teamsters Local 41 in Kansas City, started out on foot from his home on April 3 determined to see President Kennedy to protest the railroads selective rate-cutting, which has destroyed his and about 20,000 other Teamster members' jobs.

All along the way he gathered signatures on a petition urging Congress to pass legislation (S-1197), which would prevent the railroads from invading and pirating the trucking industry, and destroying Teamster jobs.

Senator E. L. (Bob) Bartlett, chief

sponsor of S-1197, called Perrine a true example of "the American story." The Senator had Perrine as his guest on a special radio program for the state of Alaska.

Perrine's Congressman, Richard Bolling from Kansas City, the venerable Congressman Clarence Cannon of Missouri and one of the most powerful and influential men in Washington, and Congressman Richard Ichord of Missouri attended a luncheon in Perrine's honor.

The luncheon was sponsored by Washington, D.C. Teamster Joint Council 55 and the International Union. Missouri Senators Stuart Symington and Edward Long were represented by their top aides, Stanley Fike and Dan Miles. Vice President Gibbons introduced Perrine at the lunch.



Teamster Russell Perrine was honored at a luncheon following his 1100-mile trip to Washington, D. C. Among those greeting him were Missouri Congressmen (from left) Richard Ichord, Richard Bolling and Clarence Cannon (extreme right).



which had traditionally guided the Commission prior to enactment of the Transportation Act of 1958.

Beardsley forcefully told the Committee, "The time is past due when the ICC should be forcefully reminded—through the medium of enactment of S. 1197—that the obligation under the Act it administers and the National Transportation Policy is far

greater than to act as the mere repository for tariffs publishing selective rail rate cuts."

All three of the trucking industry witnesses were praised for their excellent testimony following their appearances. Even railroad partisans conceded privately that between the Teamsters Union witnesses, Rentzel, Freund and Beardsley, that a tremen-

dous case had been made for S. 1197.

Teamster General President James R. Hoffa has stated on many occasions that "our case is so strong and so right that even the most railroad-minded member of Congress must take official recognition that continuing selective rate-cutting by the railroads is destructive of our free enterprise form of economy."

## Members of Committee Speak Out on Issue

During hearings on S. 1197, Senators Warren Magnuson and Ralph Yarborough made some crisp comments on the issues involved. Below are excerpts from their remarks.

Senator Yarborough:

### Raps Rail Lobby Methods

"Mr. Zagri, it is a matter of considerable interest and curiosity to see you because the railroad lobby, since this bill was introduced, has said I am a captive of the Teamsters. I am rather curious of seeing my captors. I had not been aware of any physical, mental, or legal captivity.

"I know I didn't talk to you about this bill. Senator Bartlett had it for introduction about a week and asked for co-sponsors. Since I was the author of S. 1089 and the author of a similar measure to S. 1089, introduced in the 86th Congress, I agreed with him to co-sponsor.

"I wasn't familiar with the rate structure of trucks, but over the years I have been receiving briefs from the barge lines, and we have seaports in Texas that are very much interested in seeing that water transportation isn't killed because those seaports are built on water transportation tying in with the land transportation.

"I have been studying the position of the Gulf ports and the barge lines for some years. Having sponsored those bills twice, I agreed to co-sponsor it. (S. 1197).

"This astonishing amount of publicity turned loose by the railroad lobby that those who co-sponsor it are captives of the Teamsters is a matter of amazement. In going to schools, they had school children in the fourth grade writing us mass letters. I have received letters from some of the parents of those school children protesting the methods used by the railroad lobby in going to the schools and by a statement, say through the teachers, practically coercing those school children to write to Senators. . . .

"I will deal with that later when the railroad lobbyists testify.

"I have no prejudice against the railroads. I have a great deal of sympathy for them. Among other reasons, they pay taxes and help support the school districts. **I don't think they do their cause any good by this type of tactics, frankly. . . .**

"Mr. Chairman, I only bring this up when they are not on the stand because I am forced to go to the House side to testify. I am due there to testify at 11:30 on a sugar beet bill which is of great interest to the Western part of our country. We hope to create a little traffic out there for somebody, trucks or railroads or somebody, to haul."

Senator Magnuson:

### Fair Play Is Needed

"Regardless of how you interpret figures, the best figure we have (1960) is that the rails were down 26%, the common carrier trucks were down 27.4%, and the inland waterways were down—I haven't the exact figure—around 15 or 16%. So all three major modes of common carriers are down. And of the 9,000 trucks reporting to the ICC with financial statements, 31% were in the red. And I suppose the same could be true of some of the figures here of some of the railroads that weren't mentioned. The whole problem, I think the basic problem, is the decline of the common carrier position in this country.

"This is something we have got to do, to make some decision, because any way you look at it, the common carrier system is the real core of any national transportation system. Tomorrow I am going down to talk to the National Defense Transport Association. They are supposed to be and are concerned with keeping a sound transportation system because if something happens in this country we had better have a strong common carrier system; and that includes railroads, common carrier trucks and inland waterways, and maybe coastal shipping, I don't know. But this is the whole problem. We are arguing here about figures between the models of transportation when all of them are down.

"And if the encroachment keeps on none of them will be able to last very long. It is running about from 2 to 3% a year, and if you do that for ten more years, we are all in trouble. . . .

"These figures are interesting, but there is no argument about the overall figure of the revenues net, percentage-wise, or any way you want to put it, they are all down, including the common carrier trucks.

"We pride ourselves in the fact that we have not nationalized our transportation system in any effect. I think we are the only country in the world in which there isn't some form of nationalization of transportation. But if we don't build up our common carrier system, all modes, **and have rules of the game that are fair—that is all anybody asks**, railroads, trucks, or anybody else—we are going to find so much trouble, whether it be the railroads or even some of the trucks, they will be going out of business. There will be too many mergers there to keep in business—the next step will be somebody talking about nationalization or some form of nationalization."



## Teamster Wives Help in Fight



Teamster President James R. Hoffa entertained them at a breakfast during their three-day visit. Despite the physical rigors of 14 to 16 hours on the previous day, the ladies roused

room. Most of the ladies had to wait in line to witness the hearings. However, Committee Chairman Warren Magnuson of Washington announced that the hearings would move to a larger room after the first day. The railroad union members didn't show up on the second day, and there was plenty of room for everyone.







The New York Joint Labor-Management Committee, (at extreme right) organized by Teamster Vice President John J. O'Rourke, entertained New York Congressmen at a breakfast to discuss S. 1197. O'Rourke also discussed the bill with other Congressmen at private dinner meetings.

## Union, Industry Fight for Fair Play

(Continued from Page 6)

traffic at the American Motors Corporation plant.

"In 1959, before piggybacking of automobiles, the Chicago Northwestern Railroad had a net income of \$2,634,000. In 1960 after piggybacking had started, they had a net income of \$245,000. In this same period of time they showed 18,229 employees in 1959, and 17,311 in 1960, or a decrease of 918 employees.

"I presume it has already been brought to the attention of the committee that the dealer of automobiles or the customer gets no reduction brought about by the cheaper rate but pays the same truck rate he previously paid.

"The saving accrues to the shipper

which amounts to roughly \$50 per car from Kenosha, Wisconsin, to the West Coast. The shipper then makes a profit on transportation as well as on his manufactured product. This bonanza to the shipper is enjoyed at the expense of the State (Wisconsin)—a loss of license fees and fuel tax—and also at the expense of the Federal government, in the loss of highway use tax, rubber tax, not to mention income taxes paid by drivers.

"It is also reflected in losses to the small business man such as hotel and motel operators, restaurants, laundries, auto and truck parts dealers, et cetera. The saving of \$50 per car or \$300 per load in the above instance represents about the amount a driver to the West Coast would spend for lodg-

ing, et cetera, and which small business no longer enjoys. A large percentage of the drivers, about 80 percent of the men who have lost their jobs, have had their equipment repossessed because without earnings they have been unable to keep up their payments. This has meant a real financial loss as many have mortgaged their homes to finance a down payment on their tractors which represent an investment of \$10,000 or \$15,000 per unit.

"We believe the answer lies in S. 1197, and we humbly submit (that) the human rights of the people be considered above the purely profit motive of the rails and shippers aided and abetted by the ICC in approving of "selective" rate cuts."



Over 400 New Jersey Teamsters and their families visited their Congressmen last month on a trip sponsored by Teamster Vice President Anthony Provenzano.





Opening session in West Coast freight negotiations (above) took place late last month.

## 58-Cent Wage Package in New England

# Freight Talks Start on West Coast

**WITH** the ink barely dry on a New England master freight contract that produced spectacular gains, attention shifted across continent to the West Coast for the final round of negotiations in this year's drive to bring benefits for freight-haul drivers to new highs on a uniform national level.

Teamster negotiators met with West Coast employers for the first time in San Francisco on May 22 to present demands formulated during several weeks of study and discussion by a drafting committee. Every rank-and-file member of the committee was a specialist in his phase of freight operations.

### Locals Briefed

After initial demands were drawn up, representatives of 100 Teamster locals having line and local freight members were briefed on the proposals. They reported back to their local unions for approval and suggestions.

President James R. Hoffa led the West Coast negotiating team in its meeting with employers.

The drafting committee was made up of two members from each of the

nine joint councils in the 13 Western States.

The preparatory work was done by general organizer Clyde Crosby, director of the Western Master Freight Division; general organizer E. D. "Bud" Woodward, Vern Milton, secretary-treasurer, Local 741, Seattle and Don Blewett, recording secretary of the freight division.

The New England contract won wage increases that will total at least 58 cents an hour in the next six years, in addition to substantial improvements in health and welfare benefits, vacations and grievance machinery.

### Effective April 11

Signing of the freight pact, which became effective April 11, climaxed several weeks of intensive negotiations in Boston.

Straight time hourly rates will be increased on this schedule under the agreement:

April 11, 1961—10 cents; October 11, 1961—5 cents; April 11, 1962—8 cents; October 11, 1962—5 cents; April 11, 1963—10 cents; October 11, 1963—5 cents. Then a 5-cent hourly increase is assured on each following

anniversary date of the contract over a three-year period.

However, the agreement stipulates that on each anniversary date of the pact beginning in 1964, any increases negotiated under the Central States Freight Agreement shall be applied, plus any other monetary gains incorporated in the Central States contract.

### Welfare Fund Gains

Effective October 9, this year, employer contributions to the Health and Welfare Fund will be increased 5 cents an hour to make a total of 13 cents, which will make it possible to provide expanded coverage.

Teamsters under the New England contract will get four weeks of vacation after 18 years' service, effective in 1963. This year, the agreement calls for three weeks' vacation after 11 years.

The new contract also contains significant improvements in the trip rate schedule.

Major changes in the grievance machinery are considered an outstanding feature of the agreement. Under the new contract, four local area grievance



boards are established to serve locals in Connecticut, Maine, Boston and in outlying areas of Massachusetts.

Closely resembling the general clause in the Central States pact regarding grievances, the New England agreement differs chiefly in the provision that major differences in deadlocked cases involving discharges must be submitted to an arbitrator for final decision. All other cases before the Joint Area Committee may be submitted to an umpire if the majority of the committee agrees to the action. Otherwise, either party is permitted all legal or economic recourse.

The negotiating team led by President Hoffa in the New England bargaining included:

Thomas E. Flynn, chairman, Eastern Conference; Nick Morrissey, International organizer; William McCarty, Boston; Al Hylek, Providence, R. I.; David Smith, Worcester, Mass.; Fred Roberto, Bridgeport, Conn.; James Boothroyd, Hartford, Conn., and John Pisano, New Haven, Conn.

## Owen (Bert) Brennan Dies at 57; Served Teamsters Three Decades

Owen B. (Bert) Brennan, a tireless fighter for the Teamsters Union for three decades, died late last month at the age of 57 in a Detroit hospital.

The 1957 convention elected Brennan to International Vice President. In addition to that post, he also served as president of Local 337, Detroit, and as business agent for Joint Council 43.

Brennan's career of service to the Teamsters Union began in 1932, when he helped revitalize Local 299 in Detroit. At that time, he met James R. Hoffa, later to become general president, and the two became close friends and remained so throughout the years.

Later, Brennan became organizer for Joint Council 43. When Local 337 was organized in Detroit by a small group of fish peddlers and produce and soft drink drivers, Brennan became its president.

Brennan was a Teamster in the old-time tradition. In the 1920's he drove

a team hauling produce in Chicago. Later, he hauled cars, earning \$7.40 for the two-day round trip between Detroit and Chicago.



Owen (Bert) Brennan

## First 37½-Hour Week in Public Service Won for 10,000 New York Sanitationmen



Talking over setting up 37½-hour week are from left: Local 831 President John DeLury, Mayor Robert F. Wagner and Union Economist Walter L. Eisenberg.

Hard on the heels of an announcement that 10,000 New York City sanitationmen had become the first workers in the public service field to win a 37½-hour week, the Uniformed Sanitationmen's Association, Local 831, launched negotiations which it is

confident will push members' wages beyond the \$3 mark.

The shorter work week, with no reduction in pay, meant a basic wage increase from \$2.76 an hour to \$2.94. It had been the subject of some six months of talks between Local 831

President John J. DeLury and Mayor Robert F. Wagner and other city officials.

Mayor Wagner announced the victory for Local 831 at the Sanitation Department's 30th annual Holy Name Society Communion Breakfast. He said the agreement followed negotiations with the Uniformed Sanitationmen's Association.

"This historic breakthrough," said DeLury, "is the first of its kind in the public service. It gives our membership a shorter work week than policemen and firemen, who are on a 42-hour week, and transit workers, who are still on a 40-hour week."

In response to congratulations from Eastern Conference Chairman Thomas E. Flynn, DeLury credited "this latest gain as well as other gains . . . to our affiliation with a great International Union and its constant support and encouragement . . ."

Among new demands presented by Local 831 to negotiators representing the City of New York are: A wage increase of 34 cents an hour; retirement after 20 years, with full cost of pensions to be paid by the City; a jointly-trusted Welfare and Pension Fund; a night differential of 10 per cent, and a bigger uniform allowance.



# TEAMSTER BREAKTHROUGH BRINGS GAINS FOR CALIFORNIA FARM WORKERS



**THE TEAMSTERS** Union last month won a major break-through in labor's campaign to organize agricultural workers when Teamsters Local 890 in Salinas, Calif., won a farm labor contract with one of California's biggest growers.

William G. Kenyon, Local 890 secretary-treasurer, also announced that he was hopeful of organizing 110 other companies in the field.

Local 890's agreement with Bud Antle, Inc., will put hundreds of field hands under the protection of union contracts for the first time and hundreds more will be added during the course of the year, company officials estimated.

The Teamster success in winning a contract for these workers was interpreted by the San Francisco *Chronicle* on May 6 as "a severe setback for the two AFL-CIO farm unions in the fields." The Packinghouse Workers and the Agricultural Workers Organizing Committee have been conducting organizing drives in these areas.

Local 890 in Salinas has contracts throughout California and Arizona covering drivers who carry produce from the field to vegetable cooling sheds.

Under the new contract the union will also represent workers who harvest the lettuce, spread cartons in the field, load the trucks, and do other jobs in the process.

The Teamsters' contract threw such consternation into the ranks of members of the Council of California Growers that they almost immediately

raised the wages of many thousand agricultural workers.

Less than a week after Teamster Local 890 contracted with Bud Antle, Inc., for higher wage guarantees, time-and-a-half for overtime work and eight paid holidays, 700 others in the California Growers Council did a complete about face. In a startling reversal of attitude, they announced a revised scale of wages which means that thousands of agricultural workers—including braceros—throughout the Pajaro-Salinas valleys will begin immediately to take home substantially better pay envelopes.

The growers, of course, professed to be doing this voluntarily but the down-trodden and underpaid workers weren't fooled. They realized that the Teamsters' pioneering contract with Antle was responsible for their pay boosts. They recognized also that the Council of Growers were as determined as ever to resist unionization, but nevertheless workers were grateful to Kenyon, and Carl Windschanz, president of the Southern California Produce Council, for taking the initiative from which they and their families will benefit.

The success of Kenyon in getting Antle's firm to recognize the Teamsters' Local as bargaining agent for specific categories of workers jolted other California grower-shippers into the realization that the time had come for them to share more of their profits with those who helped to produce their wealth. They announced hourly wage and incentive rates equal to what

the Teamsters negotiated with Antle would be effective immediately. Moreover, they will pay stoop laborers—and by law this will extend to braceros—\$1 an hour hereafter. But they still are determined to resist unionization.

In recognizing the Teamster Local as bargaining agent, the Antle firm which farms some 6,500 acres throughout California recognized many "firsts" as they apply to farm workers. To begin with, Antle agreed that the union shop would apply to the categories of work covered.

Antle guarantees an hourly minimum of \$1.12 to field spray and pad men as well as to carton and crate spreaders, along with a \$1.25 hourly to field ladders and loaders, with the possibility that workers can earn as much as \$1.50 hourly under piece-work and incentive clauses. It is these scales which the Council of Growers now promise to equal but they refrain from accepting any of the other beneficial features of the Antle contract.

This includes the agreement to pay time and a half for hours worked in excess of eight daily and for all holidays. It specifies no work on Sundays and pay for eight holidays annually. Moreover, there is a stipulation that any pay increases negotiated for truck drivers between now and July 15, 1963, will be applied also to the category of field workers covered. If a worker is called and fails to be put to work he gets pay for two hours and for a minimum of three hours for any work he does.





# MISSILES and LABOR

## ***New Efforts to Discredit Unions Based On Distortions, Smears about Labor's Role In Nation's Defense Structure.***

A COLORADO union officer last month urged the labor movement to fight back against what he described as "the beginning of an all-out onslaught to break organized labor in the name of national defense."

His call to action was prompted by ammunition fed the press by that well-known prefabricator of anti-union propaganda, Senator McClellan of Arkansas.

Indeed, McClellan sensed that he had found a new way to cripple unions by discrediting them with dis-

torted charges in the press. This time he chose the area of national defense lags—a particularly sensitive subject at a time when the nation is running second in the space race—and he set his Senate Investigating Committee to work to show that the villain behind it all is the union movement.

Typically, the Senator from Arkansas re-hashed happenings of several years back in his eager effort to blame our defense shortcomings on workers at missile bases. His report, after eight days of hearings by the

committee, was liberally sprinkled with such terms as "wildcat strikes, work stoppages, slowdowns, and featherbedding."

The press played his early charges to the hilt, but then began having second thoughts over what obviously was an effort to make a scapegoat of labor.

On May 22, *Newsweek* magazine was moved to report:

"But McClellan's headline-winning emphasis on labor's malpractices—for all its basis in fact—was misleading.

"For one thing, some of the committee's most damning evidence was several years old, and concerned faults already corrected . . ."

Again, in typical McClellan manner, the committee record could find no room for the fact that the Teamsters Union all along has pursued a strict "no strike" policy on defense sites—a fact that has been noted in the press as reported in the April issue of *The Teamster*.

This latest smear venture closely paralleled the technique of the old Senate Rackets Committee in that old and worn charges were dressed up and given big play, while the answers and rebuttal were worth only a few lines.

### **Waits in Vain**

The charges chiefly concerned unions of the Building and Construction Trades Department. That Department's president, C. J. Haggerty, waited for 10 days to give the union's side of the story, but failed to get the stand. The committee then suspended hearings, following an announcement by Secretary of Labor Arthur Goldberg that he was planning a program to insure labor-management peace at missile sites.

But the damage to labor had been done, and Haggerty's statement "filed" with the committee got scant attention. In it, he charged that inefficient management and constant changes—as many as 600 in missile-base designs at Lowry Air Base—were mainly responsible for lags in base construction.

Haggerty's contentions were backed up from several sources.

Peter Braestrup of the *New York Times* Washington staff wrote:

"Both in testimony before the subcommittee and in interviews, Pentagon officials have indicated that work stoppages as such have not been the prime cause of delays in the missile-base program."

Braestrup reported 84,000 man days, or 1.4 per cent, were lost last year.

"That percentage has since declined sharply, but this aspect was not



stressed in the McClellan hearings," he wrote.

Bluntly, the McClellan Committee was guilty of presenting a case against unions and ignoring, for the most part, such factors as mistakes by the military indecision by management and inefficient administration.

In his statement, Haggerty stressed that his Department does not condone work stoppages and has taken strong steps to head-off unauthorized walk-outs. He said many of the difficulties which caused such stoppages could have been avoided by the government by calling in union officials, as in World War II, to clarify the urgency and seek full cooperation.

Other union officials heatedly presented shocking facts in labor's defense.

Lawrence Farnan of the Brotherhood of Electrical Workers Local 68 in Denver, said the Martin Co., builders of the Titan ICBM, had failed to supply the right kind of nuts and bolts for silo-launcher construction, creating a "continual parade of journeymen electricians—at \$4.20 an hour—to get parts."

Farnan accused Martin of deliberately creating red-tape to boost profits under cost-plus contracts for site work on Titan pads near Denver.

His charges were confirmed partly by a spokesman for the Reynolds Electric Co., who said the Martin Co. "made drawings as though they're building airplanes, which is not good for construction work."

In the aftermath of the controversy,



This photo, made late last summer, shows work progressing on Titan facilities at Beale Air Force Base. Under construction are powerhouse and control center.

it appeared other unions would join the Teamsters in adopting a "no strike" policy at defense sites.

But, as government and union officials searched for a formula to produce such agreement, it was clear that Senator McClellan's patented formula for giving labor a black eye had worked again.

He had taken old and isolated scraps of evidence, wadded them into a cannonball of distortion and got the press to fire the shot in its biggest gun.

#### One Newspaper's Comment

From time to time, we have felt the need to deliver some editorial opinion on the operations of the Teamsters Union and its president, James R. Hoffa.

Most of the time Teamsters may not have agreed with observations made.

This time however, it's a pat on the back we owe the Teamsters. For we just learned that the Teamsters Union has adopted a "no-strike" policy for its members who work at defense sites, such as missile bases. Also the Teamsters have "no-strike" clauses written into all their pacts with defense contractors.

It is a fact, as noted in the union's April publication, the *Teamster*, that in contrast to some other unions, the Teamsters have yet to strike any of the nation's 27 Atlas or Titan ICBM bases.

Such policy is, we think, a step forward in the annals of labor-management relations. It shows responsibility on the part of the union itself, and the unselfish patriotism on the part of its members.

For now that the Russians have conquered manned space flight, this nation can ill-afford any labor troubles in its defense and missile programs. Too many other built-in woes must be solved before we can match the Soviet space achievements.

*York (Pa.) Dispatch*



Missile personnel are shown here in a Titan underground base.





## **Teamster-Chamber of Commerce Debate**

# **Same Old Anti-Union Line, Says Hoffa**

**WHERE** anti-union employers once used strikebreakers, company spies and court injunctions in efforts to weaken unions, today they are using the soft-sell "labor monopoly" charges dreamed up on Madison Avenue.

That was Teamster President James R. Hoffa's boiled-down answer to the topic, "Are Labor Unions Too Powerful?" a subject which he debated with Arthur Motley, chairman of the board of the U. S. Chamber of Commerce, on the NBC network television program, "The Nation's Future."

Motley's main complaint in the television debate, seen last month in prime time on a Saturday night, was that unions should be subjected to anti-trust laws as a means of curtailing their "great power."

"All this agitation to define unions as monopolies," replied Hoffa, "is nothing but Madison Avenue trying to roll things back to 1806."

Hoffa noted that "men who seem to worry most about monopoly powers

of unions are those who exercise it in our business society."

The Teamster president also pointed out that business in America is much better organized than workers. While U. S. Chamber of Commerce has a membership of 20,000 manufacturing firms which claims to represent more than 75 percent of the nation's total output, barely one-third of the labor force in industry, and less than 10 per cent of the total population, belongs to unions, Hoffa said.

Hoffa labeled the suggestion that labor unions could shut down this country as "an idle thought and an untrue statement."

"Labor unions are bound by contracts, enforceable by courts, enforceable by their membership and can only cause strikes when the majority of the membership allows them to call strikes," he declared.

Hoffa said this was not true with corporations.

"Seventy-one board directors con-

trol 45 per cent of the corporations in this country, with the power to control production, the power to exercise economic suicide for any community that attempts to pass legislation they're not desirous of having passed."

Motley contended that if the same anti-trust principles were applied to unions as to business, that labor organizations could continue to grow. He compared labor's opposition to such proposals to the "screams that went up from the industrialists at the turn of the century who said we were stifling the economy . . . business couldn't possibly grow" under anti-trust laws.

The Teamster President countered with a reminder that not until recently had a single businessman been jailed for anti-trust violations, while Eugene V. Debs was jailed before the turn of the century simply for calling a strike.

Following the debate between Motley and Hoffa, the program was opened to questions from the audience.



One question raised the issue of whether wage increases were responsible for inflated prices, and the Teamster president pointed out that findings by the Kefauver Committee labor costs do not rise anywhere near as much, proportionately, as prices.

Another question concerned an early quote Motley had cited from the works of the late economist, Sumner Slichter, on the power of strong unions. An alert member of the audience asked Motley why he did not also quote Slichter to the effect that he "approved of strong unions because they are disciplined and he thought they were good for industry, good for the workers, and good for the country."

In another exchange, Hoffa and Motley reached one of their scarce areas of agreement during the half-hour debate: That the law which forbids union officers to hold office for five years after being convicted of certain offenses should also apply to businessmen.

In his opening statement, Hoffa said the question of whether or not labor unions are too powerful "needs a little review of history."

He showed how employers had fought efforts of workers to organize in every way possible—with court injunctions, companies, armed guards and yellow dog contracts.

In 1890, the Teamster president said, Congress passed the Sherman anti-trust law as a control on big business, but "big business got bigger." In 1914, he continued, it was made clear through the Clayton anti-trust act that labor is not a commodity, "but that didn't prevent the Supreme Court in those days from treating labor as a commodity, as in the Coromandel coal case."

"Finally," Hoffa said, "the New Deal legislation was enacted in 1935, making collective bargaining a national policy, and management found it good public relations to be for it in words, but not in actions. Then came the Taft-Hartley Act, repealing the Norris-LaGuardia Act and restoring injunctions.

"Congress further restricted labor's rights in the enactment of the Landrum-Griffin Bill, which almost nullified the right to strike.

"Now we come to employer demands to make anti-trust laws appli-

cable to unions. All this agitation to define unions as monopolies is nothing but Madison Avenue trying to roll back things to 1806."

In his opening remarks, Motley offered four "solutions" to what he termed "excessive union power." They were:

"(1) Application of anti-trust principles to all combinations of power in our economy, giving both business and union power combinations the same treatment under the law.

"(2) Compulsory union membership and the use of dues money for political purposes should be prohibited by law . . .

"(3) Picketing in every instance

should be peaceful and confined to the scene of the dispute.

"(4) Violence and criminal acts should be vigorously suppressed by law enforcement officers at all levels."

The first three points, of course, are the standard line of the NAM and the Chamber of Commerce.

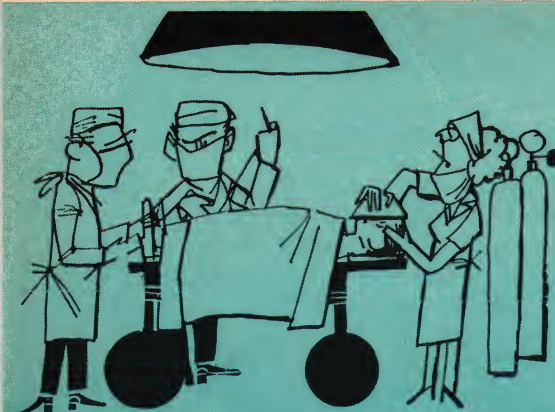
In response to a question from the audience, Motley said application of anti-trust laws to labor would be "a very complicated thing . . . something that experts could work out."

As the program ended, Hoffa extended an invitation to Motley to attend the Teamster convention in Miami Beach July 3 to "witness democracy in action."

## 'Reports of My Death Are Greatly Exaggerated'







## A NEW LOOK FOR THE AGED



A Teamster pamphlet last month urged support for a medical care plan for the aged. The pamphlet, published by the Eastern Conference of Teamsters, encouraged IBT members to write their Congressmen and Senators, calling for passage of such a bill.

"The efforts to achieve legislation of this kind have been going on for several years," International Vice President Thomas E. Flynn, Conference chairman, said in a letter distributed with the pamphlet. "One year ago, these efforts were directed toward passage of the Forand bill, which was vigorously supported by the Teamsters Union.

"Because the Eisenhower Administration opposed the Forand bill, it was not passed, but chances for passage of similar legislation are now very good," he said.

Optimism for passing a Forand-type bill in this Congress was confirmed recently by Senator Clinton Anderson of New Mexico. Anderson, angry because of pessimistic predictions for this type of bill, told Senate colleagues that he expected the bill to be passed during the present Congress.

Senator Anderson and Congressman Cecil King of California are authors of a bill that would accomplish approximately the same objectives sought by the Forand bill, which took its name from Former Congressman Aime Forand of Rhode Island.

The Eastern Conference pamphlet, entitled "A New Look for the Aged," posed these questions and answers:

**Q. Congress will shortly consider legislation to put medical care for the aged under the Social Security program. What makes this legislation necessary?**

**A.** A study made by the Social Security Administration in 1957 indicates the need for this program. Of those over age 65 who had medical costs during 1957, only 14% of the couples and 9% of the non-married persons had any of their medical expenses covered by insurance.

**Q. Why don't most of the aged have medical insurance?**

**A.** Basically because they can't afford it. Another study made several years ago showed that 36% of those over 65 have no independent income of their own at all; 38% have \$999 or less a year; 11% have \$1,000-\$1,199; while 15% have \$2,000 or more. The aged don't buy medical insurance because they have inadequate incomes.

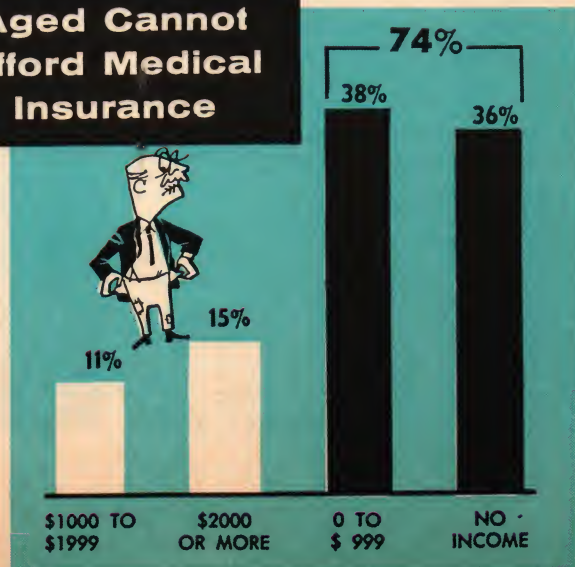
**Q. What are the medical expenses of the aged in comparison to the rest of the population?**

**A.** Figures show that on the average those over 65 receive 208 days of hospital care per 100 persons as compared to 113 days for the general population. This indicates that the medical expenses of the aged are twice those of the general population.

**Q. Is this situation growing more acute?**

**A.** There is little doubt about that. Today,

### Aged Cannot Afford Medical Insurance





there are some 15 million "senior citizens" over age 65 and another 35 million are between the ages of 45 and 64. In another decade, those over 65 will come to constitute 20% of the population.

**Q.** But can't insurance companies take care of this problem?

**A.** Up to now, insurance companies have done relatively little for the aged. Usually the premium is too high and the policy offers hardly any protection whatsoever. In many cases, the policies only cover approximately one-third of the medical services which aged persons need.

**Q.** How can the problem of medical care for the aged be met?

**A.** To meet this problem, there is only one solution—put medical care under the Social Security system in order to organize an adequate system of insuring all the aged against the cost of hospital care and surgery.

**Q.** What benefits would such a program provide?

**A.** Under bills which have been introduced in Congress, Social Security would pay for a semi-private room, all hospital care, all drugs, and all appliances ordinarily furnished a bed patient. Social Security would also pay for nursing home care. Most bills have limited this care to 150 days in any 12-month period, including 90 days' hospital care.

**Q.** Would surgery be covered?

**A.** Yes. Social Security would pay for surgery, but the surgeon would be of the patient's choice.

**Q.** How would this system work?

**A.** Each person eligible for O.A.S.I. would have his own insurance card, and the Government would pay all bills directly according to specified rates.

**Q.** Is this program a form of "socialized medicine" as some persons say?

**A.** No. It is a program of prepayment of health costs. Every person has absolute freedom to choose his own doctor and hospital.

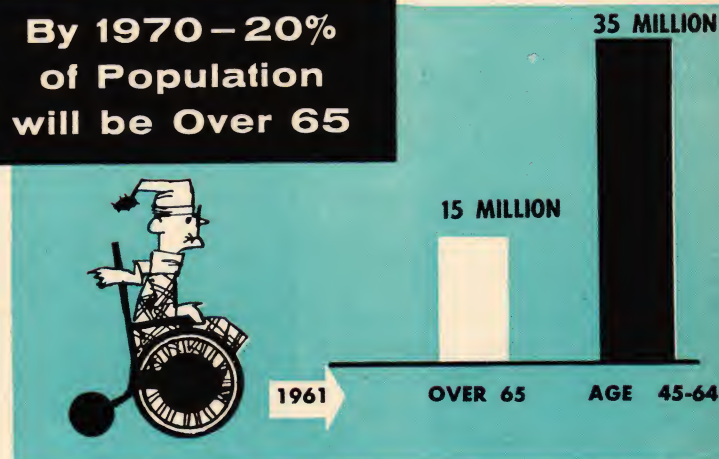
**Q.** What would this bill cost the taxpayer?

**A.** The Health, Education and Welfare Department of the Federal Government has estimated that the total cost for this in the first year would come to around \$1.1 billion.

**Q.** Where would the money come from?

**A.** These benefits would be financed by an increase of  $\frac{1}{4}$  of 1% in the Social Security payroll deduction which is presently in effect. The tax increase would amount to \$12 a year for employees, with employers paying a like amount. Second, the wage base on which Social Security taxes are paid

**By 1970—20%  
of Population  
will be Over 65**



would be upped from the present \$4,800 to \$5,000.

**Q.** What are the advantages of this program?

**A.** There are several. This pay-as-you-go program would guarantee lasting protection for life, and a Federal program would provide almost universal coverage. Also, the financial problems of hospitals would be eased.

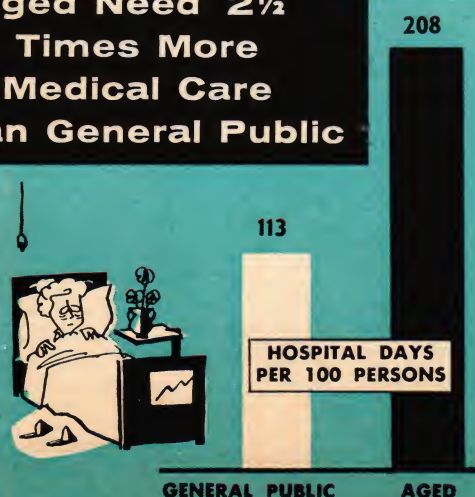
**Q.** How would this program help union members?

**A.** If this program is passed, unions will be able to concentrate on obtaining greater medical benefits and wages for employees during the span of their working life. The problem of obtaining medical benefits for retired union members will no longer exist.

**Q.** What should be done to support this program?

**A.** To support this program, you should write to your Congressman and Senator, requesting support for any bill which will put medical care for the aged under the Social Security program. Urge your Congressman to vote for H. R. 4222 and request your Senator to back S. 909.

**Aged Need 2½  
Times More  
Medical Care  
Than General Public**





# Automation and Unemployment

## New Job-Destroying Technology

### Hits Terminal, Office Operations

*This is the second in a series of articles on automation and its impact on the work force, particularly in fields employing Teamster members. Other articles, dealing with various phases of Teamster jurisdiction will follow.*

**WIDESPREAD** terminal improvement and mechanization programs have been under way in trucking, designed to expedite the handling of freight across the dock and to reduce the manpower required to handle a given tonnage of freight. These developments have displaced labor and cut employment opportunities for dockmen.

New terminals feature such labor and damage-saving devices as a mechanized "drag-line," a moving chain which pulls wheeled freight containers along an elongated oval pathway in the terminal. The dragline puts truck loading, unloading and shipment grouping on an assembly line basis. Manual labor is saved. It speeds sorting and eliminates handling. Earlier and more accurate dispatching is achieved. One large company (Consolidated Freightways), by using draglines and other devices instead of hand trucks, raised its system-wide terminal freight handling capacity to 1,682 pounds per man-hour in 1959 from 1,314 pounds in 1956.

At Spector's New York terminal, carts are routed electronically. Platform men don't have to watch cart numbers, since the electronic system

automatically ejects carts at the right station.

Other improved dock handling techniques include telescoping and mobile conveyors; hoisting trailer to dump bulk materials; overhead hoists; dock-leveling ramps; inclined tracks, pre-load carts.

Mechanical handling techniques are mushrooming at motor carrier terminals. Illustrations are cited below:

1. An electrically controlled retractable belt conveyor shoots cartons right into the truck, saving time and effort. When connected with terminal or warehouse conveyors, the leading operation becomes almost automatic. The telescoping conveyor is especially effective for nonpalletized goods, or where pallets are impractical.

2. A pushbutton loading ramp moves up, down and out to match ever-changing tailgate heights and custom-fits the truck to the dock, forming a bridge between truck beds and terminal floors.

3. An overhead traveling hoist makes loading a one-man job and ends loading bottlenecks.

4. A pushbutton mobile conveyor sends a full truckload into the warehouse. Truckloads of eggs move from truck to warehouse in less than 5 minutes at Poultry Producers of Cen-

tral California, San Leandro, by means of a powered winch conveyor that moves sideways on rails, up and down the dock.

5. Gravity pulls a pallet right into a truck or trailer through a gravity-roller system operated by one man. Used with preassembled loads, this technique loads a 1,730 cubic foot trailer in 30 seconds. Roller conveyors extend out of the warehouse, across docks, to truck doors. Each truck deck is also fitted with roller conveyors. Furniture packed in containers rides on simple plywood pallets which, with a slight push, roll into the truck.

A new 52-door terminal in Brooklyn, N. Y., features a dual, semi-automatic freight handling system.

Inside this 351 by 97-foot dock area are two almost concentric mechanical tow lines, capable of handling 450 carts. The outer line conveys shipments from receiving doors to a control center through which all freight passes. The system differs from other operations in that the inner (or shunt) line "almost thinks for itself."

From the control center a control clerk can direct a switch cart to proceed on the shunt line directly and accurately to any of 32 doors in the terminal for loading or unloading. If the control clerk so instructed, the switch cart would proceed to an assembly area to wait until a trailer was ready for its shipment. The emphasis is on simple, dependable and tested mechanical principles. Inclined



ing floors were used in strategic places, resulting in movement of switch carts by the force of gravity.

In operation, the outer line conveys each switch cart from unloading doors to the control center. There, a clerk checks the cart for number of pieces and destination. He then dials a door number of a countdown unit located waisthigh on each of the switch carts. This initiates one of the terminal's important innovations.

If a designated door is ready for shipment, the clerk engages the switch cart in the shunt line. For each door, there is one ridge adjacent to the line. Each ridge counts down one number. If door #10 had been dialed, there would be one click in the countdown device for each door the switch cart passed. At the tenth click, the cart has arrived at door #10. The cart automatically disengages itself from the line, and turns onto one of the spur lines for unloading. There are three spurs at each of 32 doors.

When a trailer headed for the shipment destination is not available at the time the switch cart reached the control center, then the control clerk would not send the cart directly to a door.

Instead, the clerk would still dial the door number, but would engage the cart in another part of the shunt line for towing to the assembly area. An electrical "memory" device operated by the control man guides the switch cart in this area.

In the assembly area, the switch carts may be on any of 19 lines, each of which has room for 12 carts. These lines slope gently toward, and are connected to, the shunt line, but a pin



Photo above, reproduced from 16-mm motion picture telling how big agricultural operations have been automated, shows a group of men tending huge harvest machine.

placed in the floor prevents them from entering. When the appropriate trailer is ready, the pin is released, and the switch carts roll onto the line and proceed to the dialed door. The lines move at 100 feet a minute.

Three control clerks can work in the control center at peak periods and allow three times as much freight to be handled.

A scale incorporated into the shunt line system weighs each switch cart immediately at the control center, recording the weight on a special tape. This helps insure quality control over the servicing of customers' freight by

permitting a cross check of scaled weight and billed weight, thus minimizing possibility of shortages or overages.

At the 20 of the 52 doors of the terminal that are not serviced by the shunt system, "odd" freight is handled. An odd freight area, for freight that cannot be handled on switch carts because of unusual shape or size, is adjacent to the control center. This area also provides space and facilities for handling "problem" or "special" shipments, such as "rush," "red label" and "hold for pickup" and so on. Fork lift trucks and four-wheel carts are available for special types of freight. The shunt line, however, handles 90 percent of the shipments.

Because of the shunt line system, it is not necessary that there be inbound and outbound sides of the terminal, as is conventional in other terminal operations.

As a tractor-trailer combination prepares to leave the area, its axle weights are recorded both at the scale and in the terminal dispatch office.

Another large terminal just outside Chicago (Olson Transportation Co.) has a dock which permits loading or unloading of 150 trucks simultaneously. Designed to handle six million pounds of freight per day, the dock contains a freight car conveyor, which completes a circuit of the dock in a continuous movement every 12 minutes. Among other handling equip-

### It's Not All Gravy!

The *Wall Street Journal* recently reviewed a new book, 'Automation: Its Impact on Business and People', by Walter Buckingham. Mr. Buckingham is a consulting economist and director of Georgia Tech's school of industrial management.

The following paragraph from the review caught our eye: "The appeal of automation to American management is well analyzed. Automatic machines never strike or go out on coffee-breaks, do not loiter at water-coolers, do not ask for raises, aren't absent, don't have psychological problems, and will work overtime without asking for time-and-a-half or double-time."

To this should be added, however, that automated machines do not drink beer, do not buy automobiles, TV sets, new suits and shoes; do not build homes and pay rent; do not go to the theatre or ball games—in short do not buy the millions of products created by American industry, nor pay for the millions of services available.

PEOPLE buy the products and use these services and PEOPLE need cash, which they can only obtain by being gainfully employed.





Automation has been extended to loading of perishable foods into cargo hatches of airplanes. Refrigerated vegetables are maintained cold by height of plane.

ment are a mechanized barrel handling apparatus, fork lift trucks for all load sizes, and overhead cranes.

An automatic truck scale allows a driver to weigh without leaving his cab. A green light indicates when to pull ahead to weigh each axle. The driver leaves his truck only once instead of the usual three times. His scale ticket is picked up at a computer 150 feet from the scale, leaving the scale free for the next truck. At the computer location there will be an electronic telescriber system constantly transmitting instructions to the men who shuttle equipment between the dock and the yard.

Automatic dockboards speed backing to the dock, and allow safer unloading. A network of pneumatic tubes will relay the freight bills.

Using closed-circuit TV as an operational tool, the chief dispatcher at Yale Transport Corp. uses 10 TV monitor screens and a public address system to direct loading and unloading of 200 to 300 trucks nightly at one terminal.

A well-known grocery chain is using high-speed electronic computers to simplify truckloading, that is, to load goods in the reverse order of delivery stops. The computers prepare invoices that indicate the sequence in which the goods ordered by individual stores are to be placed on the delivery truck. This means a quick turn-around for the trailer.

Truckers are now turning to automated and electronic data processing

to handle billing and related activities.

The trucking industry long has been confronted with an almost overwhelming volume of paperwork that must be performed within tight time limits. One company, for example, (Norwalk Truck Lines) has upwards of 10,000 freight bills alone to process daily and a large number of customer collections to complete in a like period of time.

Consequently, some truck lines have installed electronic computers in their offices, to relieve clerical problems and handle paperwork volume. Computers are used for revenue accounting—processing and keeping track of accounts receivable as well as interline accounts payable.

While performing revenue accounting, these electronic systems also produce such management control data as quality and quantity of freight handled; outbound and inbound statistics; quantity balance; etc. Other computer applications include payroll processing, maintenance of personnel records, maintenance and operating cost processing and control, preparation of various regulatory reports, etc.

One large motor carrier has installed a new billing technique which cuts billing costs in half yet prepares bills at high speed with greater accuracy. The new technique differs from the present system in the manner of copying information from bill of lading onto the freight bill after the rate clerk has entered the charges.

Under today's typical setup, a billing clerk does the copying onto a 6-10

part freight bill set. This typing is usually done at night, under pressure, with the average clerk typing 50-70 an hour. And a 25% error factor is not unusual. This same procedure is repeated often because 30 percent of all shipments involve a second carrier, and often a third.

However, the new system combines the two basic transportation documents—a bill of lading and a freight bill. The shipper's original writing is used for all operations, including billing and interlining. Instead of a battery of billing clerks, there is one duplicator operator. First, the operator uses an Addressograph machine to enter the "pro" (progressive) number as well as carrier and terminal location on the "master." Then, the combined bill of lading and freight bill "master" is duplicated in black-on-white. Copies are made in any quantity up to 400 per hour. With one turn of a handle, up to 10 copies roll out.

The use of electronics has been expanded greatly. For several years, two-way radio service has been used to a limited extent to provide communications between terminals and the vehicles along intercity highways. The use of radio for dispatching in pickup and delivery service in metropolitan areas, however, was not authorized until 1955. Since then, additional frequencies have been allocated, and there was a trend toward greater use of two-way radio communication in local service. The use of radio in intercity operations also increased. There were 1,520 interurban base stations in early 1959, compared to 375 at the end of 1955, and approximately 34,091 mobile radio units in service at the beginning of 1959, compared to 10,500 at the beginning of 1956.

Radios in tractor cabs allow constant direct contact between drivers and dispatchers, thus further improving the flexibility of operations and availability of equipment, with a consequent better service to customers and saving in vehicle and man hours. Dispatchers, through use of short-wave radios, control the driver's movements and thus cut down on layover time and "deadheading"—returning an empty truck from a city where it has delivered a load.

Some carriers are putting in direct telephone communication between terminals to expedite space reservations and dispatching. District terminals are given earlier advance notice of trailers en route to them, thus en-

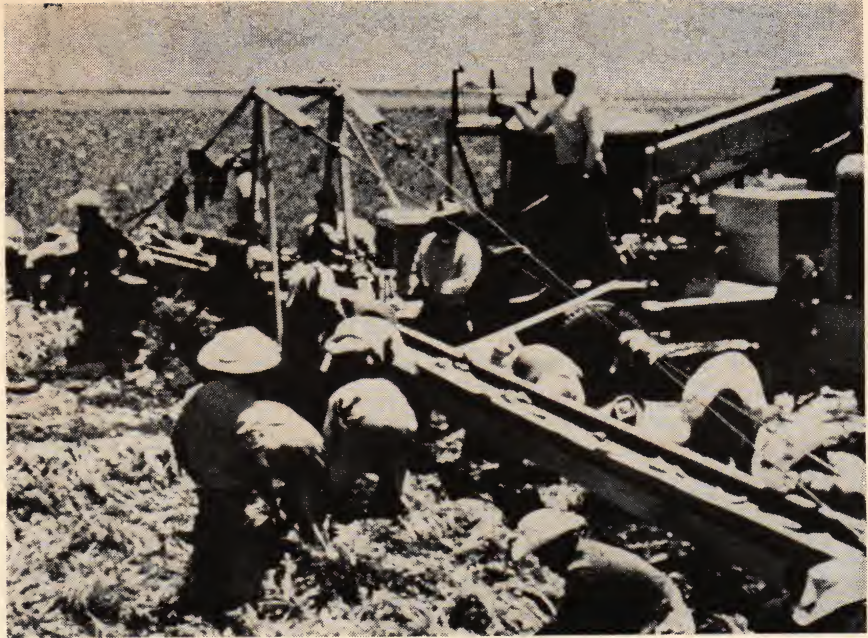


abling them to plan for next morning arrivals.

Electronics is now in process of being applied to truck maintenance and repair. An electronic digital computer is now available to take the guesswork out of vehicle diagnosis and repair. The computer can determine not only which individual part in a complete power unit is defective, but approximately how long it is safe to keep the unit containing it in service before it will fail. This prediction can be made just three minutes after the vehicle has been hooked up. Without removing or disassembling any unit, the computer interrogates the vehicle with a number of sensing elements called transducers and then uses logic, in much the same manner as a skilled mechanic would, to diagnose specific mechanical failings. The system is so thorough that it can pinpoint a single bearing, gear or cylinder as the potential trouble source. Then it prints this information on a card which tells the mechanic just what's wrong.

The computer is not limited to engine, transmission or rear-axle analyses as are lubricant sample testing techniques. The computer can check out electrical, fuel, and braking systems as well. Suspension tests and metal fatigue measurements are also possible.

The impact of such equipment on job opportunities for truck mechanics is obvious.



Field workers tending a carrot-processing machine in California. In one automated operation they are picked, topped, cleaned, individually packaged and crated.

The changes in methods and techniques described above have already had a significant impact on productivity in the trucking industry and on employment. The continued growth of the trucking industry has minimized the adverse consequences of such changes on employment and job security of the industry's employees.

It is also possible, however, that the trucking business may undergo a considerable expansion without a cor-

responding increase in driver employment. State limitations on truck weight, size and speed are being liberalized as a result of the construction of better highways. The movement of bigger loads at higher average speeds could result in a need for fewer drivers than would otherwise be required to move the tremendous increase of over-the-road tonnage anticipated during the 1960's.

More and more fork lifts and trucks equipped with power tail gates that can be raised or lowered to platform or ground level replace manpower in the loading and unloading of vehicles and reduce the time needed by each driver to make his deliveries.

As indicated above, piggyback traffic, although relatively small at present is growing rapidly. Such increased traffic is, in most instances, at the expense of over-the-road truck operations, and means fewer loads driven long distances by drivers.

There is a counterbalancing force, however, which affects drivers' employment opportunities, since under piggyback, more men are needed in the loading and unloading operation at the piggyback terminal.

In addition, the motor common carrier will have to provide local drivers to shuttle trailers between the motor carriers' docks and the piggyback terminal. Thus, two new types of jobs will be created: the terminal loader and the city shuttle driver.



This machine handles 96 crates of vegetables at a time on huge adaptation of familiar fork-lift truck to speed them from packing machines to retail stores.



## Medical Aspects of Teamster Camp Outlined to National Health Group

Current development and long range plans of Teamster Local Union 688's Health and Medical Camp, 30 miles from St. Louis, were discussed in a report presented to the annual meeting last month of the Group Health Association in Portland, Ore.

The review was made by Dr. Louis L. Tureen, staff member of the St. Louis Labor Health Institute, established by Local 688 in 1945.

Dr. Tureen told the national health group that LHI had been delegated to supervise the Health and Medical Camp and to advise in overall planning, because Local 688 recognized the value of rest and relaxation in promoting physical and mental health.

More and more facilities have been added each year since the camp opened, he pointed out. During the 1960 season, a modern and attractive Entrance Building was completed, making possible realization of one of the camp's major goals—a day-camp program for youngsters.

Through four, two-week camp sessions, each accommodating fifty children, many youngsters enjoyed camping experience who had never before had such privileges, Dr. Tureen reported. When it was found that some deserving children were unable to pay

the nominal charge of \$5 a week, he said, three St. Louis businessmen set up scholarships for them.

A 24-acre lake, now being completed, will open the way for additional recreational pursuits such as canoeing and fishing, the physician said. In the future, the camp hopes to institute over-night camping.

Projected plans also call for erection of cottages for retired members and for use by members during short vacation periods, Dr. Tureen reported.

Basic philosophy guiding establishment and operation of the camp was expressed by Teamster Vice President Harold J. Gibbons, president of LHI and labor trustee of the camp, in his report to the Unity Welfare Association at time of the camp's founding:

"The basic idea of the camp," he said, "represents a new dimension in Health and Welfare thinking . . . new because it rejects old, worn-out concepts—such as the idea that the health of our members can be secured or maintained by dollars alone. . . . It recognized that a sound health program must care not only for the fragmentary needs of the individual as problems arise, but also for the total person."

## Safety Check Set on Migrant Workers

The Interstate Commerce Commission announced last month that it will undertake an extensive road check of motor vehicles transporting migrant workers north from Florida the end of this month.

ICC Chairman Everett Hutchinson said that Commission safety inspectors, working closely with Florida authorities, will set up several highway check points in an effort to help assure safe transport for the migrant workers.

Preliminary safety inspections were conducted by Commission agents last week at six Florida points, after 750 notices were sent to known transporters of migrant workers urging them to bring their vehicles in for a safety check-up. ICC inspectors checked 121 vehicles at Immokalee, Pompano Beach, Belle Glade, Fort Pierce, Sanford, and Spuds.

"The purpose of the road checks," Chairman Hutchinson said, "is to de-

termine whether the vehicles are in safe condition at the start of their trips north. The law requires our



"I'm working on our vacation budget but I can't get us past the city limits."

## Taxi Strike Ends In Philadelphia

A thirty-six day strike of drivers employed by Yellow Cab Co. in Philadelphia ended early last month, when members of Teamsters Local 156 overwhelmingly agreed to accept a proposal by Gov. David L. Lawrence to submit the bitter dispute to a three-man, fact-finding board.



Konowe

Findings of the board, emphasized John P. Hartigan of the union negotiating committee, will not be binding.

At issue in the long fight involving 2200 Yellow Cab drivers is the question of control of part-time drivers. For seven years, Local 156 has had protection in its contract against indiscriminate use of part-time drivers.

This year, the company decided to take away that long-standing right.

### Cuts Drivers' Pay

Local 156 maintains uncontrolled use of part-timers would cut sharply into the pay of full-time drivers.

The membership meeting which voted to end the strike heard speeches urging them to go along with the governor's plan by Raymond Cohen, an International trustee, and Joseph Konowe, administrative assistant to Teamster President James R. Hoffa.

safety inspectors to put vehicles out of service if they are found to be in a dangerous condition.

"If such action has to be taken, we are aware that the workers will be inconvenienced by the delay while the vehicle is repaired. The inconvenience, however, is preferable to letting the workers continue their ride north in an unsafe vehicle, endangering their own lives as well as the lives of other users of the highways. In just one accident a few years ago, 21 migrant workers were killed and 16 injured.

The Chairman noted that the Commission was given special authority in connection with transportation of migrant workers following several highway tragedies.

The State of Florida has endorsed the program, and officials of its Department of Public Safety will assist the ICC inspectors at the road check points.



## 'Constructive Criticism'

# NLRB Policies, Procedures Hit

**OPENING** his testimony with an avowal of "constructive purpose," Teamster Special Counsel David L. Uelmen appeared before a House Labor subcommittee last month to outline in detail criticism of "certain policies and procedures" of the National Labor Relations Board.

The subcommittee, headed by Rep. Roman C. Pucinski (D., Ill.), is engaged in a special study of the NLRB, now bogged down in the greatest backlog of undecided cases in its history.

At the outset, Uelmen told the subcommittee he would cite "specific cases in which unreasonable delays have resulted in substantial injustices to the rights of employees."

He said other examples he would present showed "gross abuses of discretion" by either the regional director or the general counsel.

Uelmen, a member of the law firm of Goldberg, Previant and Cooper, also charged that "certain procedures have been adopted and enforced (by the NLRB) contrary to good administrative practices."

Uelmen's points of criticism of Board policy and procedure (in bold face), with substantive excerpts from specific examples he cited before the subcommittee follow.

**I. Administrative delays in unfair labor practice cases, after the Intermediate Report of the Trial Examiner has been issued, are unreasonably prolonged causing substantial damage to all parties.**

An example:

*Rice Lake Creamery Company and Teamsters Local 662.* (Case No. 18-CA-978.)

This case presents an example of an unconscionable delay in the decision-making process of the Board.

In June, 1958, the employees working at the Rice Lake Creamery Company in Rice Lake, Wis., exercised their right to strike.

During the strike, the company hired replacements for the strikers and refused to negotiate with Local 662 of the Teamsters. Unfair labor practice charges were filed with the 18th Region of the National Labor Relations Board on September 18, 1958, alleging violations of Sections 8(a) (1), (3) and (5) of the National Labor Relations Act. In December,

1958, the employees made an unconditional demand for reinstatement and called off the strike, but the company refused to re-employ the strikers. As a result, 25 employees had their employment terminated.

Thereafter, the following events occurred:

1. *January 23, 1959:* A complaint was issued against the employer by the Regional Director.

2. *March 3 through 6, 1959:* A trial was held before Trial Examiner Eugene F. Frey.

3. *September 23, 1959:* The Intermediate Report and Recommended Order was filed by the Trial Examiner finding that the employer violated Sections 8(a) (1), (3) and (5) of the Act, and recommending reinstatement with back pay for the 25 terminated employees.

4. *October 16, 1959:* Exceptions filed with the National Labor Relations Board requesting reversal of the Trial Examiner's decision.

No decision has been made by the National Labor Relations Board to this date. All 25 employees are still awaiting a final order of the Board to be restored to their positions of employment.

The report of the Trial Examiner

was comprehensive and complete, as is almost universally true of Trial Examiners' reports. Where the issues involved are factual in nature, the review by the Board of the findings of fact should be a relatively simple matter. Where the Trial Examiner makes decisions which involve a construction of the statute, a more careful examination by the Board is necessary.

However, the particular sections of the statute involved in the Rice Lake case have been in the statute virtually unchanged since 1935, and we have no idea why this case is still pending before the Board seventeen months after the report of the Trial Examiner has been issued.

**II. The Regional Directors and the General Counsel have, all too frequently, resolved issues of credibility in their administrative offices rather than issuing a complaint and having the relevant facts determined by a Trial Examiner based upon testimony taken under oath, with witnesses confronted and cross-examined.**

(The following case was cited.)

*The Mellowes Company.* (1955) (Cases No. 13-CA-1909, 1909-A, 1909-B, and 1909-C.)

On January 5, 1955, a group of employees employed by the Mellowes Company, 125 East Nash Street, Milwaukee, Wisconsin, met at the office of Region 9 of the United Automobile Workers, affiliated with the American Federation of Labor. [This union is now known as the Allied Industrial Workers of America, affiliated with the AFL-CIO.]

The purpose of the meeting of the employees was to organize a local union, elect a temporary bargaining committee, and prepare for collective bargaining negotiations with the employer. This activity was carried on pursuant to Section 7 of the National Labor Relations Act, USCA Title 29, Section 157.

At this meeting, a three-member temporary bargaining committee was elected by the employees: Raymond Guzinski, Edward Jaworski and Richard Schmidt. The very next morning, January 6, 1955, all three members of the temporary bargaining committee were handed written termination notices, effective the following day.



Attorney Uelmen (right) with Subcommittee Chairman Roman C. Pucinski.



The notice handed to Raymond Guzinski stated as follows:

"Dear Mr. Guzinski:

When your recent request for an increase in pay was refused, you stated that you would have to seek employment elsewhere. The possibility of your imminent departure has forced us to seek your replacement now. In order to make room for your replacement, we are forced to terminate your employment at the close of the working day on Friday, January 7, 1955.

Very truly yours,  
(signed) John J. McCoy"

The fact was that Guzinski had asked for a raise approximately two or three months prior to this incident and the issue had been dropped by both parties until this letter.

The notice handed to Edward Jaworski stated as follows:

"Dear Mr. Jaworski:

Because of decreased business activity, the Board of Directors of the Mellowes Company has ordered a policy of retrenchment. One of the steps taken to activate this policy is to eliminate, for the time being, the position now held by you.

We therefore must inform you that commencing with the close of the working day on Friday, January 7, 1955, you will be laid-off until such time as future prospects justify the reinstatement of your position. We will notify you at such time as your former job becomes available.

Very truly yours,  
(signed) John J. McCoy"

The notice given to Richard Schmidt stated as follows:

"Dear Mr. Schmidt:

Because of decreased business activity, the Board of Directors of the Mellowes Company has ordered a policy of retrenchment. One of the steps taken to activate this policy is to recall Mr. Duane Barker from his position as regional salesman. Since it is our hope to return Mr. Barker to his salesman's duties in the future, we are placing him on the automatic lock washer machines in the meantime.

We must therefore inform you that commencing with the close of the working day on Friday, January 7, 1955, you will be laid-off until such time as business prospects warrant placing Mr. Barker on the road again. We hope that it will be at not too great a time in the

future. When your job is open again, we will notify you.

Very truly yours,  
(signed) John J. McCoy"

In addition to terminating Raymond Guzinski and giving a "lay off" to the other two committee members, the Mellowes Company discharged the wife of Raymond Guzinski who also happened to be working at that plant. Mrs. Raymond Guzinski was handed a letter which stated as follows:

"Dear Mrs. Guzinski:

Because of an unfortunate circumstance, the details of which you may learn from your husband, we have been forced to terminate his employment with us. Since we feel that you would not be comfortable working here after your husband has left, we feel that it is to the advantage of all to terminate your employment also—effective at the close of the working day on Friday, January 7, 1955.

We regret taking this action. If there is anything that we can do to aid you in obtaining employment elsewhere, you may count on our cooperation.

Very truly yours,  
(signed) John J. McCoy"

Mrs. Guzinski, being shocked by this action, asked the company for a letter of recommendation in order to obtain employment elsewhere. On January 7, at the time of her termination, the employer handed her a letter which enthusiastically recommended her for employment with other employers.

Although the Mellowes Company had given a lay-off to Edward Jaworski and Richard Schmidt because of

alleged "decreased business activity", the employer advertised for additional employees in the Milwaukee Journal on January 28, 29, 30, 31 and February 1, 2, and 3, 1955.

On January 31, 1955, the four discharged employees filed unfair labor practice charges with the 13th Region, National Labor Relations Board in Chicago, Illinois. The charges alleged that the Mellowes Company had discharged them because they had exercised their right to join a union.

While these charges were pending, the United Auto Workers—AFL petitioned the National Labor Relations Board for a representation election, but the effect of the unfair labor practices upon the remaining employees was so great that the election was lost 18 to 13. During the election campaign, additional violations of the Act were committed by the Mellowes Company and on February 23, 1955, the union filed an amended charge which incorporated all of the previous charges filed by the individuals and added further allegations of discrimination against union members which had occurred subsequent to the previous charges. In the meantime, the Mellowes Company recalled one employee, Richard Schmidt, but assigned him menial janitorial work at a lower rate of pay.

On the 21st day of September, 1955, all charges were dismissed by the Regional Director, with the terse statement:

"It does not appear that further proceedings are warranted, inasmuch as there is insufficient evidence of violations. I am, therefore, refusing to issue Complaint in this matter."

During the investigation of the unfair labor practice charges, we filed several statements with the Regional Director supporting the position of our client and many affidavits were prepared and filed by the employees. Presumably, affidavits were also filed by the company officials, probably denying that the discharges were made because of union activities. Of course, under the regular rules of procedure, the file of the Regional Director and the General Counsel staff are secret, and neither we, nor our client, have ever been advised as to why the unfair labor practice charges were dismissed.

Of course, the employer did not admit that it engaged in the alleged violations of the federal law. However, the case certainly was strong



"But, dad, I'm a nuclear physicist now, and I can't mind the store. . . ."



enough to justify the issuance of a complaint in order to resolve any issues of credibility by using the hearing procedures prescribed by the Act. To dismiss the charges without a hearing constituted a gross abuse of discretion.

The dismissal of the charges came as a complete shock to our clients and to the employees who lost their jobs. These employees, especially the Guzinski family, suffered severe economic damage as a result of these unremedied violations of the Federal law. In fact, Mrs. Guzinski is now doing laundry at a local hospital because no other jobs are available.

We respectfully urge this Committee to call for and examine the file of the General Counsel's staff, including the affidavits and statements which were filed in connection with the investigation of this charge, to ascertain the basis for the dismissal of these charges.

### III. The policy of seeking enforcement decrees from the Courts of Appeal has not been clearly defined or properly applied.

One administrative practice, not uniformly enforced, seeks to include, in some settlement agreements, a provision calling for a decree from the United States Court of Appeals enforcing the settlement agreement. Such a decree can never be vacated. Any future violation, occurring in an entirely different dispute, could subject the union to possible contempt proceedings, at the discretion of the General Counsel. This practice has a deterrent effect upon the settlement of cases which could otherwise be disposed of with full, but voluntary, compliance with the provisions of the Act.

In other cases, the General Counsel may seek enforcement of a Board order in the Court of Appeals for no apparent purpose. For example, in *NLRB vs. Chauffeurs, Teamsters and Helpers Local 364*, 274 F (2) 19, the Board sought and obtained a court enforcement of its order even though the union had fully complied with the Board order and approximately eight months had elapsed between the union's compliance and the Petition to enforce the order in court.

While the Board has the legal right to seek enforcement, without any reason whatsoever, (*NLRB vs. Mexia Textile Mills*, 339 U.S. 563, 567), the exercise of sound administrative discretion would seem to limit the use



of that power to cases in which compliance has not been effectuated or a further charge has been made of non-compliance.

### IV. The Board issues orders in some secondary boycott cases which are drafted in terms much broader than is necessary or proper to remedy the particular violation.

In secondary boycott cases the Board has frequently issued orders which prohibit the union from engaging in the illegal secondary activity not only in connection with the particular primary employer who filed the charge, but also with respect to "any other employer" within the jurisdiction of the local union. Such

orders, if enforced, subject the union to a possible contempt citation any time in the future that their conduct might be construed to violate the secondary boycott provisions of the Act.

This type of order has been rejected by the Supreme Court of the United States in *Communication Workers v. NLRB*, 362 U.S. 479.

It has also been rejected by several Courts of Appeal.

Despite the Court rejection of this type of order, the Board has continued to issue them. For example, see *Truck Drivers and Helpers Local 728 and Overnite Transportation Company*, 130 NLRB No. 106 and No. 108.

## Action Is Asked On 'Moonlighting'

An all-out attack by labor, management and government on the practice of "moonlighting" would be an important step toward helping unemployed workers over 40 years old to find jobs, a Pittsburgh Teamster local officer believes.

In response to a query from Governor David L. Lawrence seeking suggestions for solving the over-40 worker's plight, Daniel DeGregory, Local 926 secretary-treasurer, said "moonlighting"—the practice of holding two jobs—has reached "alarming proportions," with the last census indicating that 3 million persons are engaged in dual or treble employment.

For the most part, the Teamster

said, "moonlighters" cannot do justice to either of their jobs and, because of mental and physical fatigue, contribute to a high industrial accident rate.

DeGregory proposed a meeting of labor, government and business spokesmen on the issue of "moonlighting," with a view toward exercising voluntary controls over the practice.

Government participation is important, he said, not only because of leadership reasons, but because with 9 million persons employed in federal, state and local agencies, it is by far the nation's biggest employer.

Collectively, wrote DeGregory, the government worker outranks all other groups in practicing "moonlighting."

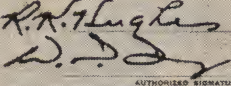
25  
people

OUT OF WORK

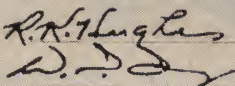
35  
months



## Reinstated with Back Pay

PLAINVIEW FARMS, INC. 2801 THIRD STREET LOUISVILLE 8, KENTUCKY		Nº 122472	
PAY TO THE ORDER OF	CHECK NO.	DATE	AMOUNT
CHARLES R. SMITH	22472	APR 6 61	1615.07
The sum of \$1615 and 07 cts			
CITIZENS FIDELITY BANK AND TRUST COMPANY LOUISVILLE, KENTUCKY		 AUTHORIZED SIGNATURE	

PLAINVIEW FARMS, INC. 2801 THIRD STREET LOUISVILLE 8, KENTUCKY		Nº 122473	
PAY TO THE ORDER OF	CHECK NO.	DATE	AMOUNT
SHELLIE RICHARDSON JR	22473	APR 6 61	3221.07
The sum of \$3221 and 07 cts			
CITIZENS FIDELITY BANK AND TRUST COMPANY LOUISVILLE, KENTUCKY		 AUTHORIZED SIGNATURE	

When Local Union 783, Louisville, Ky., was conducting an organizing drive at Plainview Farms Inc., two active employees were dismissed. The union filed unfair labor practices charges with the NLRB.

Recently, reports Business Representative Howard L. Haynes, the two employees—Charles R. Smith and

Shellie Richardson, Jr.— were reinstated with back pay (checks above), when the NLRB ruled in their favor.

“Both of the employees are back at work and they, along with the 50 other drivers of the company, are now members of our Union and under contract,” said Haynes.

## Employee Cannot Be Judged Guilty For Refusal to Take ‘Lie Test’

Another arbitration decision has upheld the position of Warehouse and Mail Order Employees Union, Local 743, Chicago, that employers cannot use lie detectors in an effort to apprehend dishonest employees.

Following closely on the landmark decision in *General American Transportation Co.* 31 LA 355, Arbitrator M. S. Ryder has now ruled in a case involving Local 743 and *B. F. Goodrich Tire Company* that even though employees voluntarily take lie detector tests and then fail to pass them they may not be discharged if there is no other evidence of their guilt.

In the last two years, over \$50,000 worth of spark plugs have disappeared from the Goodrich warehouse. After many futile efforts to detect the

thieves, the Company called all the warehouse employees together and asked them to take lie detector tests, furnishing them with mimeographed forms on which they could signify their willingness or unwillingness to do so. All the employees signed, agreeing to take the tests.

Of approximately 60 employees who took the test, three failed to pass. These three were asked to take a second test to “clear” themselves. Two declined to do so, but the third submitted to a second test, and again failed. The Company then suspended all three employees until such time as they would “cooperate” by successfully passing the lie detector test.

Local 743, through its attorneys, Asher, Gubbins and Segall filed a

grievance in behalf of the suspended employees contending that (1) the polygraph is not scientifically advanced so as to be a reliable basis upon which to justify the discharge of employees; (2) there was no other evidence of guilt or complicity in the spark plug thefts; (3) the employees were placed under undue emotional stress, and (4) to compel the employees to submit to another test was an invasion of their right to privacy and their right against self-incrimination.

After a scholarly review of most of the reported cases involving the use of lie detector tests both in the courts and in the arbitration of industrial disputes, Arbitrator Ryder flatly rejected the use of lie detector tests in industry.

Noting that the lie detector expert who administered the test had assumed “his own infallibility” and had engaged in “cajoling, pressing and threatening” employees in an attempt to have them admit deception, Ryder said, “A query is raised whether this practice by testing institution employees goes beyond advisory and consultative service to an industrial client and takes on agency for the employer, at times, in compelling or extracting admissions.”

Ryder also said that after a study of a number of Bar Review Articles, he was not satisfied that “the polygraphic testing undergone by the grievants in this case proved and established the fact of knowledge” of the spark plug thefts by them “without other probative evidence showing some reasonable connection on their part with the thievery.” He also noted that where a group of employees were asked to “voluntarily” take lie detector tests that their actual consent is doubtful.

“The implicit social threat to an employee in the setting of a plant community were he to refuse to submit to a lie detector test where crimes have concededly been committed so compels consent that a guiltless but emotionally fearful employee practically has no choice but to consent to a testing procedure where infallibility is not fully present. The point should be made here that consent should not operate as a waiver to proof beyond the polygraph of culpable knowledge.”

The three employees were ordered back to work with full pay for time lost and restoration of seniority.



## Goodwill Gets Quick Assistance

On a Wednesday afternoon in mid-April, Goodwill Industries of Philadelphia dispatched an urgent telegram to Teamster headquarters in Washington.

The institution, which helps handicapped persons help themselves through constructive work, desperately needed twenty-five tractor-trailers and drivers on Saturday to pick up 50,000 bags of used material donated to Goodwill through a Boy Scout drive. The goods, from which the handicapped produce saleable articles, were to be channeled to Philadelphia fire stations. Left there, the items pose a threat to the city's fire-fighting efficiency over the week-end.

Goodwill got prompt action and help.

"In less than an hour after I sent the telegram," Personnel Director William A. Klein wrote Teamster President James R. Hoffa, "I was contacted by Mr. Backhus of Joint Council 53."

Less than two hours later, Bill Bormley of Local 407 called Klein and told him the twenty-five trucks and drivers would be on hand Saturday.

In less than 24 hours, Klein wrote, Bormley and his associates had "provided us with more than the number of trailers we had requested and had provided tractors and drivers for all the equipment."

Klein added:

"I only regret that the press does not give equal coverage to such public spirited gestures as this performed by the Teamsters as they do to less favorable circumstances."

## New York Labor Honors Lacey

The New York City Central Labor Council, AFL-CIO, has established a four-year scholarship in Cornell University's New York State School of Industrial and Labor Relations in honor of the late New York City Teamster official, Martin T. Lacey.

The Martin T. Lacey Memorial Scholarship will be awarded to the son or daughter of a member of the Council's more than 600 affiliated local unions in New York City. The affiliated unions have approximately 1,000,000 members.

## Poultry Farm Hopes Lie in Regulation Of Prices, Production, Senate Is Told



Zawid

There is no law of supply and demand to govern egg prices, and there cannot be one as long as there are two million producers and only a handful of dealers on the Mercantile Exchanges in New York and Chicago have the power to decide prices.

This explanation was offered in a statement to the Senate Committee on Agriculture and Forestry by Jack Zawid, chairman of the legislative committee, Teamster Poultry Farmers Union, Local 530, Vineland, N. J.

Zawid appeared in support of the "Agricultural Act of 1961" (S. 1643). He said passage of the proposed bill was imperative if family farmers are to survive.

The New Jersey farmer told the Committee that despite a record growth for the poultry industry in recent years, today it is "in the worst shape in history."

"The industry is in shambles and the farmers in despair . . . Bankruptcy is the order of the day. In 1959, in our state, 1000 farmers out of a total of 6000 were forced out of business . . ."

Zawid blamed government policies which tend to put poultry farmers at the mercy of the Mercantile Exchange dealers for the industry's ills.

"Just take a look," he said, "at the wild gyrations of the prices on the New York Mercantile Exchange in eggs and poultry, and the shady manipulations in the so-called 'futures', and you will realize that this is an organized gang, who in a conspiracy with the chains, are depressing artificially the prices for the products of our labor and investments, forcing us into bankruptcy."

Zawid said the solution to the poultry industry's problems will be the same as for all agriculture.

"Strict laws setting up the amount of production, geared to demand," he declared, "should be enacted and strictly enforced."

Moreover, he continued, pricing should be done by representatives of producers and buyers, under government supervision.

Zawid said strict production and pricing controls eventually would eliminate the need for price supports for farm products.

To the arguments against agriculture controls, Zawid posed these questions:

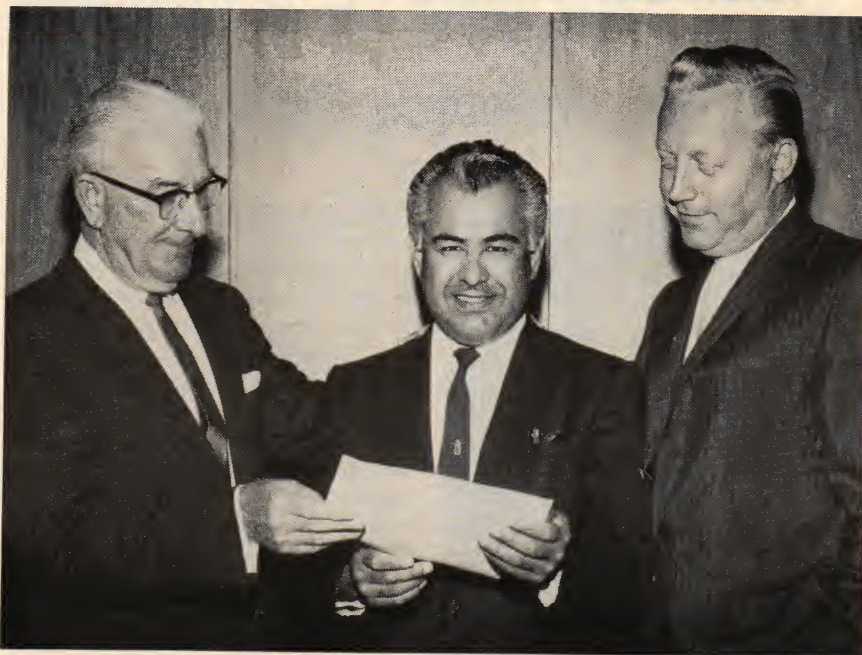
"Aren't the airlines and the shipping industry regulated and supported by the government? Isn't the housing industry financed by the government according to the needs and employment conditions in the country? Isn't the banking and securities business regulated and supervised by government?"

He said poultry farmers believe the Agricultural Act of 1961 will initiate a program which will be a complete reversal of the policies of Former Secretary of Agriculture Ezra Benson, whose actions "brought the farmers of America to the lowest economic point in history."

Zawid was accompanied in his appearance before the Senate Committee by Teamsters Legislative Director Sidney Zagari.



## Citizenship Award for Teamster



Reuben Amador (center), Western Conference organizer, shows Certificate of Merit given by the American GI forum to Joint Council 42 President John Annand (left) and Andy Anderson, secretary of Local 986. Amador received the award in recognition of his services and leadership in civic and community endeavors among Latin American citizens.

## Local 810 Says 'Association Pact' Forces Workers into Unwanted Union

The National Labor Relations Board has ordered a hearing on charges brought by a Teamster union that the "association contract" was used by an ILGWU affiliate and the employer to deny workers the right to a union of their own choosing.

In its request for review approved by the NLRB, Local 810, IBT contended that the workers of I. Miller & Bros., Inc., Flushing, N.Y., "were engulfed by a bargaining unit to which they overwhelmingly object"—namely, Local 132, Plastic Moulders and Novelty Workers union of the International Ladies' Garment Workers Union.

Local 810 charged that the firm—which deals in steel tubing and does metal fabricating and warehousing—had joined a Plastics Products Manufacturing Association in order to impose a bargain basement contract upon the workers.

Because of this association "gimmick," Local 810 representatives noted, "we can not represent the workers of I. Miller despite the fact that the majority of them rejected

Local 132 and signed up with our union.

"According to current NLRB rulings we would have to sign up the majority of all the workers in the

plants belonging to the Plastics Association, not simply the majority of the workers of I. Miller & Bros.

In its brief filed with the NLRB, Local 810 said it "does not object to employer associations conceived and operated for legitimate ends and which bargain in good faith.

"But we do object to employers who form or join associations for the sole purpose of obtaining favorable or bargain basement contracts."

Local 810 contended that the National Labor Relations Board "should not afford its services or protection to such catch-all employer associations.

"Rather the National Labor Relations Board should promulgate safeguards to protect legitimate employer associations from the unfair competition of those who use the employer-association set-up to avoid paying fair rates of pay and to protect the hard-won benefits of employees who earn their livelihood under fair and standard labor contracts.

"To do otherwise provides an escape hatch for employers who are not acting in good faith," Local 810 stated.

"In the instant case, the employees of I. Miller & Bros. Inc., were engulfed by a bargaining unit not only not of their own choosing but to which they overwhelmingly object.

"Approval of this technique not only fails to serve the purposes of the Act but, in fact, does violence to the self-determination rationale inherent in the Act."

## Teamsters Aid Children's Fund



Bryan Miller (third from left), chairman of the Social and Recreation Committee of Teamsters Local 647, Toronto, Canada, presents check for \$400 to William Wray, representative of Metropolitan Toronto Association for Retarded Children Building Fund. Looking on are Clem Placido, Ken Kitchen, Bill Sackfield, Ron Bince, Ted Thorpe, Mel Stringer and Charlie Tavignot.



# WHAT'S NEW?

## Smooth-On Leak Repairing Compound

An epoxy resin compound is being marketed for on the spot repairs of metal containers. It is claimed that the easy-working compound will provide an immediate leak-tight patch on liquid-filled drums. The maker further says that you can even repair a chemical container that springs a leak in transit.

## Automatic Phone Dialer with Memory

An ingenious mechanical "memory" that sits next to the phone and does your dialing automatically is the next feature for easy living and efficient conduct of business. To call, all you do is press a button—no need to look up numbers, no more wrong numbers.

The compact (same size as phone), electrically operated system "remembers" up to 850 numbers. Its "memory" is a punched tape containing your personal directory listing of names and numbers. You may change or add numbers with a simple device in the unit.

To place a call, you turn the selector until your party's name appears in the view frame. This brings the tape into position. Then press the starter key and that's it. It is said to operate through any telephone system including direct distance dialing (where area code precedes local number) and in conjunction with a switchboard.

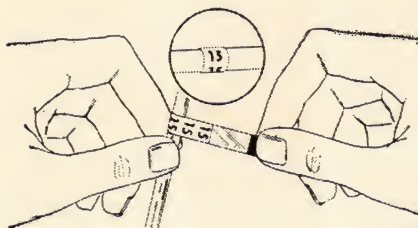
## Brush-on Covering Retards Flames, Heat

A revolutionary coating is now available that retards fires and heat insulates. It may be applied with a brush or roller over new surfaces or old finishes. When the paint is attacked by flame or excessive heat, two actions take place to help fight the fire. First, it produces incombustible gases which help smother the flames. Then it bubbles up to form a thick layer of insulating foam. It is produced in Kansas.

## Adaptor Accommodates Divergent Wiring

A new item on the market is a zinc wiring adapter for combining a seven-wire tractor and a six-wire trailer. It is said to fit existing plugs and receptacles and to meet all ICC requirements. The internal wiring of the adaptor is sealed against weather, dirt and dust. The adaptor body itself is of die-cast zinc with tin-plated contact pins and brass receptacles.

## Wire Coding Tape For Vehicle Wiring



A transparent, self-adhering, self-laminating tape is offered to provide permanent identification of all types of vehicle wiring. The vinyl marker of this wire coding tape is precoded in one area, then wrapped around itself to form a protective cover for the printed area.

## Safe Catwalk for Cleaning Oil Trucks

An ingenious line of special catwalks has been designed to facilitate and render safe the cleaning of oil trucks. It features a series of counter-balanced, non-slip platforms that are hinged to and extend from the catwalk. As the maintenance man steps on the platform from the catwalk, the platform drops to level position to permit the worker to walk out to work on the truck. The counterbalance automatically lifts the platform out of the way when no one is on it. Platforms, catwalks and steps provide all-weather safe footing due to their construction of sturdy steel grating.

## Cushion Takes Bounce Out of Bob-tailing

To take the bounce out of bob-tailing, a California firm has developed a tractor air cushion which raises the rear axle five inches to put all dead weight on the drive axle. They maintain that this cuts bounce and tire

wear. As an important added feature, they find that this affords added braking power which keeps the truck and tandem in line during emergency stops. Quick adjustment to meet any road condition is possible because of the in-cab controls. Full air pressure lifts the tag wheels off the ground for easier hook-up.

## PM Record Labels Jog Drivers' Memory

You can help keep your vehicle in top shape through reminder labels that are affixed to the dashboard to jog your memory on PM. This label shows the unit number, date, speedometer reading, next PM due date, mechanic's name and a special safety slogan. An inexpensive gimmick to save expensive repairs.

## Filter Leaves Gasoline "Jet Fuel Clean"

Both gasoline and diesel fuel can be dispensed with the same standards of cleanliness as those set for jet fuels through application of a new filter. This is installed on the standard pump, next to the hose, to filter out water and foreign particles accumulated from storage tanks and fuel lines.

## Simple Device to Measure O-rings

An easy-to-use device that resembles a small dunce cap with measurements is offered as a new O-ring size gauge. This permits the user to check the diameter and cross section of O-rings without manual or mechanical measuring. It is based on the simple principle the jeweler employs to measure rings.

## No Hammering with U-joint Servicing Tool

U-joint can be completely disassembled and assembled without hammering with a new serving tool that operates as follows. To lubricate the U-joint, just turn the screw and press out the trunnion joint from one side. The tool's special collet grips the projecting cup tightly and pulls it from the yoke. It is also claimed that the device will push the cup in quickly and evenly on reassembly without damage to bearing.



# LAUGH LOAD



## Handicap

Personnel Manager: "See here, my good man, you ask mighty high wages for a person with no experience."

Truck Mechanic Applicant: "Well, I'll tell you, sir, it's so much harder to work when you don't know anything about it."

## Latin Scholar

A Harvard freshman stepped into a New York bar and said, "One dry martinus."

The bartender grinned. "I guess you mean a dry martini, don't you?"

The freshman shook his head. "If I wanted more than one," he cracked, "I would have asked for them."

—Peter Lind Hayes in Parade.

## Cuts My Corners

"I understand you have a very economical wife."

"Oh, yes. We have to go without practically everything I need."

## True Confession

Wife—Richard, my mind is made up.

Hubby—Heavens! Is that artificial, too?

## Lost Track of Time

"Where did he pick up that black eye?"

"He was best man and kissed the bride after the wedding."

"Well, what's wrong with that?"

"It was a year after the wedding."

## A Haystack?

An insurance claim agent was teaching his wife to drive when the brakes suddenly failed on a steep downhill grade.

"I can't stop," she shrieked. "What shall I do?"

"Brace yourself," advised her husband, "and try to hit something cheap."

## Darn It!

Diesel Mechanic: "Everytime I

look at my girl, I say, 'Oh boy!'"

Shop Foreman: "You do?"

Mechanic: "Yes, darn it! I sure wish she looked more like a girl!"

## So True!

Sitting at home, having a quiet evening, were two spinster sisters. Suddenly one looked up from the paper she was reading and commented: "There's an article here telling of the death of a woman's third husband. She has had all three of them cremated."

"Isn't that life for you?" said the other. "Some of us can't even get one man, while others have husbands to burn."

## Well, Hardly

Mrs. Flanagan—Was your husband in comfortable circumstances when he died?

Mrs. Murphy—No; he was half way under a train.

## Good Trick

"Do you make life-size enlargements from snapshots?" asked the demure girl.

"Certainly, miss," said the photographer, "that's our specialty."

"Well," said the girl, "see what you can do with this picture of Boulder Dam."

## All Depends

Maintenance Superintendent: "Doc, how come when I go down to the cellar I feel all right, but when I come back up the steps, I get dizzy?"



"Sorry I'm late, but I got those crates aboard before the ship was too far out."

Doctor: "What do you keep in the cellar?"

## Big Difference

A Minnesota editor said: "The average husband worries about what the government spends and what his wife spends. The difference is that he's not afraid to criticize the government."

## Ho, Hum

"I hear Sam Tweedle turned down his divinity degree."

"Yeah, he didn't want to be called Tweedle, D.D."

## Gee, Thanks

"We're giving you a raise, Tomkins," boomed the boss. "We want your last week here to be a happy one."

## The Remains

Thought for the week, conspicuously displayed by a Columbus, Ohio, insurance company: "A dime is a dollar with the taxes taken out."

## Good Lesson

HiLo Driver: "Was your friend shocked over the sudden death of his mother-in-law?"

Freight Checker: "And how he was shocked . . . he was electrocuted!"

## Successful

A motorist overtook a young man running rapidly along the road. He stopped and invited the perspiring runner to get in.

"An emergency, I suppose?" the driver asked.

"No," puffed the young man. "I always run like that when I want a ride. It seldom fails."

## Could Be Anyone

We heard about the man who received a note through the mail advising him: "If you don't stop making love to my wife, I'll kill you." The trouble is the note wasn't signed.

## That's Different

The large hall was filled and the speaker took a look around. "I'd like a glass of water at my table," he said to the chairman.


"To drink?" asked the chairman, more noted for money than intelligence.

"Oh, no," said the speaker. "Half-way through my speech I do a high-diving act."



# FIFTY YEARS AGO

*in Our Magazine*



(From the June, 1911, issue of *The Teamster*)

## Where Credit Is Due

The coal Teamsters of New York City wrote of a gala evening they had in celebration of the first eight years as a member of our International.

"Eight short years ago," wrote a charter member, "we received \$11.50 a week and now we get \$16, \$17 and \$18 per week according to the vehicle driven. The Teamsters' Union did it all. When we look back on our first picnic, and compare it with the evening of the 7th of May, 1911, it is indeed a pleasant reminiscence."

The member described the Manhattan Casino where the most recent local union social function was held ("tables were filled with beautiful women and their masculine escorts"), and then continued his reminiscing.

"From thirty-seven members at the first meeting of the coal Teamsters Union in 1903 we have grown to 1,800 whose members are led by officers whose fidelity, trustworthiness and sobriety are a living example to the rank and file to follow; as five out of seven of the executive board do not taste intoxicating liquors."

A footnote ascribed the good fortunes of the local union to the untiring efforts of Mike Cashal and his assistants.

## Open Shop—Then and Now

Our magazine reported on a cruel trick that was being played on workers by unscrupulous employers in the San Francisco area. For some months, advertisements had been appearing in newspapers all around the country telling of wonderful job opportunities that could be had in the Bay Area. The evil purpose of the ads was to get as many workers as possible into the area in excess of the amount of jobs available, and then offer a job to the man offering his services for the lowest amount.

It was reported that the big business interests of San Francisco, and many smaller ones as well, were systematically preparing for an attempt to put San Francisco on an open-shop basis.



In an interview that was given in New York and published by newspapers from New York to San Francisco, a San Francisco banker, who was aligned against the good government forces in recent graft prosecutions, and who was known to be an enemy of organized labor, was quoted as making the following statement:

"Just now our only difficulty is a lack of labor. Never was there a time when labor was so much in demand. All of our California industries are going ahead at an amazing rate and as soon as we can get enough men to do the work, we will show the rest of the world that we have only begun."

The statement was unqualifiedly reported as a "lie."

State Labor Commissioner John P. McLaughlin, after the most careful investigation of industrial conditions in San Francisco, has reported that at least 40 percent of the classified laborers now in



San Francisco are without work and that 20 percent of those employed work only three days out of every six.

This all reminds us, that nearly 50 years later another organization, the National Right-to-Work Committee, is preparing to move into California to try and put an open shop law on California's statute books.

## A Right to Organize

Our magazine came to the aid of the railway clerks and defended their right to form a labor union. The clerks had been under much pressure by the Postmaster-General who informed the clerks that the U. S. Postal Department considered it "inimical to the best interests of the government" for them to form a secret organization and request them to govern themselves accordingly. As a result of this order the clerks have been and are being informed that if they join a union they will be discharged.

Our then General President Tobin came to the defense of the clerks in his monthly editorial. He made his comments in a reference to a speech that had been made by President Taft at a labor rally. At this rally, President Taft gave his reason why the mail clerks should not organize into a labor union. Taft said that he was afraid that strikes that may follow as a result of the clerks forming a union would be against the best interests of the public.

"Now then," Tobin said in answer to Taft's fears, "if the railway mail clerks should not organize, why is it that the printers who work for the government in Washington should be organized? Why should the machinists employed by the government be organized? Why should the employees in the arsenals and navy yards be allowed to organize? Have they caused the government as much trouble as the unorganized railway mail clerks."

"President Taft's fears are entirely groundless. Why should not the railway mail clerk be allowed to organize and present their grievances in proper form by their duly elected representatives?"



# Protect Your Job

**4** minutes  
and  
cents

*Can Help Do It*

In **FOUR MINUTES**, you can write a short note to your two Senators urging them to help win passage of S. 1197, a bill to stop selective rate-cutting, which is putting trucks off the highways and Teamsters out of jobs.

A **FOUR-CENT STAMP** will deliver your letter to the Senate Office Building, Washington, D. C.

**HELP OF EVERY TEAMSTER** is urgently needed! This is an issue which could ultimately affect the job of every Teamster member!

*Write Your Letter NOW!*